

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1.Contract ID Code		Page of Pages 1 2									
Amendment/Modification No. PO-0006		3. Effective Date: May 01, 2015		4. Requisition/Purchase Req. No.		5. Project No. (If Applicable) 84								
6. Issued By: General Service Administration FAS, Greater Southwest Acquisition Center (7FC) 819 Taylor Street, Rm 6A06 Fort Worth, TX 76102				7. Administered By: (If Other) GSA/FAS/QVOCE 401 WEST PEACHTREE ST ATLANTA, GA 30308										
8. Name and Address of Contractor (No. Street, County, State and Zip Code) COGAR GROUP, LTD., THE 6059B ARLINGTON BLVD. FALLS CHURCH, VA 220442721				9A Amendment of Solicitation No:										
				9B. Dated (See Item 11)										
				10A. Modification of Contract/Order No. GS-07F-0625X										
				10B. Dated (See Item 13) Jul 01, 2011										
Code		Facility Code												
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS														
<table style="width:100%; border: none;"> <tr> <td style="width: 5%; border: 1px solid black; text-align: center;"><input type="checkbox"/></td> <td style="width: 55%;">The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers</td> <td style="width: 5%; border: 1px solid black; text-align: center;"><input type="checkbox"/></td> <td style="width: 10%;">is extended</td> <td style="width: 5%; border: 1px solid black; text-align: center;"><input type="checkbox"/></td> <td style="width: 10%;">is not extended.</td> </tr> </table>							<input type="checkbox"/>	The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers	<input type="checkbox"/>	is extended	<input type="checkbox"/>	is not extended.		
<input type="checkbox"/>	The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers	<input type="checkbox"/>	is extended	<input type="checkbox"/>	is not extended.									
Offerors must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods. (a) By completing items 8 and 15, and returning copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment and is received prior to the opening hour and date specified.														
12. ACCOUNTING AND APPROPRIATION DATA (If required)														
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.														
<table style="width:100%; border: none;"> <tr> <td style="width: 5%; border: 1px solid black; text-align: center;"><input type="checkbox"/></td> <td style="width: 95%;">A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.</td> </tr> <tr> <td style="border: 1px solid black; text-align: center;"><input type="checkbox"/></td> <td>B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14. PURSUANT TO THE AUTHORITY OF FAR 43.103(b).</td> </tr> <tr> <td style="border: 1px solid black; text-align: center;"><input type="checkbox"/></td> <td>C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:</td> </tr> <tr> <td style="border: 1px solid black; text-align: center;"><input checked="" type="checkbox"/></td> <td>D. OTHER (Specify type of modification and authority): See Block 13 Notes...</td> </tr> </table>							<input type="checkbox"/>	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.	<input type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14. PURSUANT TO THE AUTHORITY OF FAR 43.103(b).	<input type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:	<input checked="" type="checkbox"/>	D. OTHER (Specify type of modification and authority): See Block 13 Notes...
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<input checked="" type="checkbox"/>	D. OTHER (Specify type of modification and authority): See Block 13 Notes...													
E. IMPORTANT: Contractor: is not <input type="checkbox"/> , is <input checked="" type="checkbox"/> required to sign this document and return, ___ copies to the issuing office.														
14. DESCRIPTION OF MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) The above numbered contract, awarded under Schedule 084 - Total Solutions for Law Enforcement, Security, Facilities Management, Fire, Rescue, Special Purpose Clothing, Marine Craft, and Emergency/Disaster Response is modified as indicated below. A. Pursuant to Clause 552.238-81- Modifications, Clause 52.222-32 - Fair Labor Standards Act, modification request dated 04/29/2015 from The Cogar Group, Ltd. and Company Letter dated 04/24/2015, this contract is hereby modified to add services under SIN 246 54 for the geographical area of South Florida. The following wage determinations and Collective <div style="text-align: right;">Continue next page...</div>														
15A. NAME AND TITLE OF SIGNER (Type or Print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or Print)										
15B. CONTRACTOR/OFFEROR				15C. DATE SIGNED		16B. UNITED STATES OF AMERICA								
See above <small>(Signature of person authorized to sign)</small>				See above <small>(Signature of Contracting Officer)</small>		16C. DATE SIGNED								

Continuation of Description...

Bargaining Agreement as added:

Wage Determination No. 2005-2119 Rev. 16 dated 12/22/2014 for the Florida Counties of Collier, Dade, and Monroe

Wage Determination No. 2005-2111, Rev. 16 dated 12/22/2014 for the Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, and St Lucie

Collective Bargaining Agreement (CBA) No. 2015-7419, Rev. 0 dated 01/22/2015 effective 11/1/2014 through 10/31/2017 for the County of Dade.

B. This contract is modified based on the following price list:

(b) (4)

This price proposal schedule is hereby accepted as the basis of which discounts and terms are granted for The Cogar Group, Ltd. for SIN 246-54, and is awarded in addition to previously awarded price lists.

C. The Most Favored Customer (MFC) remains (b) (4)

D. Terms and Conditions:

Basic Discount: (b) (4)
Quantity/Volume Discount: (b) (4)
Prompt Payment Discount: Net 30
FOB: N/A Services
Delivery Terms: Per task order
Expedited: N/A Services
Warranty: N/A Services
Foreign Items: None
Minimum Order: None

E. Price Adjustment shall be in accordance with Clause 52.222-43, Fair Labor Standards Act and Service Contract Act - Price Adjustment (Multiple Year and Option Contracts).

F. The price/discount relationship between the Government and the MFC is as follows:

The Cogar Group, Ltd s Most Favored Customer (MFC) and the Basis of Award (BOA) for this contract is (b) (4) The price/discount relationship between the Government and the MFC will never be less favorable to the Government than at the time of award, that is: For the life of the contract, the Government (b) (4) will always be at least (b) (4) better than the (b) (4) of the customer upon which this award is based, which is (b) (4) For the life of the contract, the Government s (b) (4) will always be at least (b) (4) better than the (b) (4) of the customer upon which this award is based, which is (b) (4).

G. As a result of this modification, a revised GSA Advantage! submission is required and should be received within 30 calendar days from the effective date of this modification. Please note that the pricing shown in GSA Advantage! will prevail as the accepted contract pricing until replaced by a revised GSA Advantage! file submission regardless of the effective date of the modification. Therefore, any price increases which may be incorporated by this modification will not be effective to ordering agencies until posted

Continuation of Description...

in GSA Advantage!

The Cogar Group, Ltd. is also required to issue a new GSA price list or price list addendum incorporating the changes described in this modification. One supplemental price list shall be submitted to this office and one copy shall be submitted to the National Customer Service Center. The preferred method of distribution is electronic in accordance with your contracting officer's instructions and to the National Schedules Information Center at NCSCcustomer.service@gsa.gov.

H. The Industrial Funding Fee (IFF) is a separate collection mechanism and any increase or decrease in the fee does not change the price discount relationship stated above. The current IFF is .75% and should be calculated as follows:

Negotiated price divided by (1 minus .0075) which equates to Negotiated price divided by 0.9925. Example: $(\$100,000 / 0.9925) = \$100,755.67$

I. This modification is issued at no cost to either party.

J. All other terms and conditions remain unchanged.

Block 13 Notes

Block 13.D:

Clause 552.238-81- Modifications, Clause 52.222-32 - Fair Labor Standards Act

List of Documents for the eMod Package:

File Name: CBA-2015-7419.pdf
Submit Date: 4/29/2015 12:00:00 AM
Description: Supporting Documentation

File Name: Labor Category Descriptions.doc
Submit Date: 4/29/2015 12:00:00 AM
Description: Labor Category Descriptions

File Name: WD 05-2111 Rev 16.pdf
Submit Date: 4/29/2015 12:00:00 AM
Description: Supporting Documentation

File Name: WD 05-2119 Rev 16.pdf
Submit Date: 4/29/2015 12:00:00 AM
Description: Supporting Documentation

File Name: (b) (4)
Submit Date: 05/01/2015 16:17:02:18
Description: Approved Pricing Spreadsheets - (b) (4)



Lisa Yale - 7QSABB <lisa.yale@gsa.gov>

Contractor notification for signed eMod <Contract: GS07F0625X>

1 message

fss.online@gsa.gov <fss.online@gsa.gov>

Mon, May 4, 2015 at 5:33 AM

To: jgarcia@thecogargroup.com

Cc: (b) (4) lisa.yale@gsa.gov,
margaret.lynch@gsa.gov, jgarcia@thecogargroup.com, fss.online@gsa.gov

Dear Sir/Madam

This is to notify you that the Contract Modification eModId JUGK51RX submitted by you against the Contract: GS07F0625X has been completed and signed by Lisa K. Yale.

This is an auto generated email. Please do not reply to this email address.



Lisa Yale - 7QSABB <lisa.yale@gsa.gov>

Notification of Contract Mod ready for CO eSignature <Contract: GS07F0625X>

1 message

fss.online@gsa.gov <fss.online@gsa.gov>

Fri, May 1, 2015 at 6:03 PM

To: lisa.yale@gsa.gov

Cc: lisa.yale@gsa.gov, margaret.lynch@gsa.gov, fss.online@gsa.gov

This is to notify you that the Contract Modification eModId JUGK51RX, Contract: GS07F0625X has been signed by the vendor and is ready for your review and signature

Please click or paste the following url in a browser window to review your Modification request

<https://eoffer.gsa.gov/COSign/signpackage?packageID=109048&signcontract=yes>

This is an auto generated email. Please do not reply to this email address.

Request for Modification to Contract Number : **FF0625X**

Modification Type :

Add Labor Category and/or Service Offerings

Company Name : **COGAR GROUP, LTD., THE**

DUNs Number : **604753389**

Modification Updated By : **fss.online@gsa.gov**

Modification Updated Date : **2015-04-30 05:01:56**

Modification Control Number : **JUGK51RX**

MOD DESCRIPTION For **Add Labor Category and/or Service Offerings** :

Detailed Description :

The COGAR Group, Ltd. (COGAR Group) requests a modification to our contract GS-07F-0625X to add a geographical area in the state of Florida to our already-awarded Special Item Number (SIN) 246 54 3 Protective Service Occupations. This request is made to allow COGAR Group to fulfill the needs and requirements of our GSA customer, the US Department of Homeland Security (DHS), Office of Procurement Operations, Federal Protective Service (FPS) under Request for Quote (RFQ) HSHQE4-15-Q-00002 for Protective Security Officer (PSO) Services located in South Florida. The additional geographic area of South Florida covers four (4) counties, Broward, Palm Beach, Miami-Dade and Monroe, and COGAR Group requests incorporation of rates for the applicable wage determinations, WD #2005-2111, Rev. 16, dated 12/22/2014 and DOL-WD #2005-2119, Rev. 16, dated 12/22/2014. And, as all work sites under the DHS/FPS RFQ are subject to a Collective Bargaining Agreement (CBA) – DOL-WD CBA-2015-7419, Rev. 0, dated 01/22/2015, COGAR Group requests that the CBA rates also be incorporated in to our contract. To support COGAR Group's request, we provide the following documentation: • GSA Proposed Rate Schedule for So FL • Modification Package • Applicable CBA #CBA-2015-7419 Rev 0, dated 01/22/2015 • Applicable Wage Determination #2005-2111, Rev. 16, dated 12/22/2014 for the Florida Counties of Collier, Dade, Monroe • Applicable Wage Determination #2005-2111, Rev. 16, dated 12/22/2014 for the Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie • COGAR Group business and guard licenses • COGAR Group's current SAM Record In addition, COGAR Group confirms that: • All other clauses, terms and conditions of the contract remain the same; • All pricing reflects the 0.75% Industrial Funding Fee (IFF); • All products are newly manufactured products unless otherwise noted, are regularly used for other than Government purposes, are offered for sale or are sold or traded commercially, in the normal course of business operations; and • All products offered are compliant with the Trade Agreements Acts.

ATTACHMENTS

Labor Category Descriptions	Labor Category Descriptions.doc
Supporting Documentation	CBA-2015-7419.pdf WD 05-2111 Rev 16.pdf WD 05-2119 Rev 16.pdf
Vendor Defined	FINAL-Modification Cover Letter- Add Florida Rates.pdf GSA Proposed Rate Schedule for So FL.xlsx Modification_Package.docx VA- Private Security Service Business.pdf VA Letter of Good Standing.pdf SAM Record.pdf

AUTHORIZED NEGOTIATORS

NAME
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VENDOR INFORMATION

BUSINESS NAME : COGAR GROUP, LTD., THE
TYPE OF ORGANIZATION : Corporate Entity (Not Tax Exempt)
COMMON PARENT DUNS NUMBER :
DOING BUSINESS AS :
BUSINESS TYPE : 8(a) Program Participant, Hispanic American Owned, Minority-Owned Business,
Service-Related Disabled Veteran Owned, Small Disadvantaged Business, Veteran Owned
Business.
ADDRESS1 : 6059B ARLINGTON BLVD.
ADDRESS2 :
CITY : FALLS CHURCH
STATE : VA
ZIP : 220442721
COUNTRY : USA

MAILING ADDRESS

BUSINESS NAME : COGAR GROUP, LTD., THE
ADDRESS1 : 6059B ARLINGTON BLVD.
ADDRESS2 :
CITY : FALLS CHURCH
STATE : VA
ZIP : 220442721
COUNTRY : USA

**Checklist of Required Information
Addition of New Items/Special Item Numbers (SIN)
or Request for an Economic Price Adjustment**

FEDERAL SUPPLY SCHEDULE 084 "Total Solutions for Law Enforcement, Security, Facility Management Systems, Fire, Rescue, Special Purpose Clothing, Marine Craft and Emergency/Disaster Response"

CONTRACT NUMBER: **GS-07F-0625X**

- ☒ 1. When adding additional items/brands/SINs, you must provide the information requested in clause CSP-1, Commercial Sales Practices Format, attached. Please note that the commercial sales figure provided in paragraph 1 must be only for the new items/brands/SIN(s) proposed for addition. If you do not have commercial sales, but do have Federal sales, you may report those, however, please be sure to annotate the document to indicate that the reported sales are to Federal government customers. If multiple brands or SINs are proposed for addition, commercial sales should be broken down by brand or SIN. If the information for paragraphs 3 through 5 is the same as the initial award, a statement to that effect may be submitted.
- ☐ 2. If other than the manufacturer and you are offering a brand not already awarded under your current contract, clause I FSS-644, Dealers and Suppliers, requires you to provide a letter of commitment from the manufacturer for each new brand offered. The letter must be on the manufacturer's company letterhead and signed by an officer (CEO, President, Vice President) of the company. It must reference your contract number (GS-07F-XXXXX), and use the template for Letters of Supply found on the web page for Post Award Reference Documents (<http://www.gsa.gov/portal/content/213721>). Note, in lieu of a letter of commitment from the manufacturer, a letter from a distributor may be provided; letters from distributors must specify the manufacturers/brands it is committing to supply.
- ☐ 3. When adding a new SIN you must indicate your participation choice for the cooperative purchasing program. See **Enclosure A**, question 9.
- ☐ 4. Submit a copy of product literature and ALL applicable (non-Government) dated published price lists. Identify items in the price list by SIN, and exclude any items/terms not being offered or not appropriate for the SIN. See clause 552.212-70, Preparation of Offer, MAS, located in the basic solicitation document.
- ☒ 5. Indicate the offered discount for the new items/SINs in **Enclosure A**.
- ☒ 6. Detail any additional discounts offered, such as prompt payment, quantity, etc. in **Enclosure A**.
- ☐ 7. Furnish a description of any concessions being offered, which are not granted to other customers, in **Enclosure A**.
- ☐ 8. Include the delivery time for the new items/SINs, in accordance with clause 552.211-78, Commercial Delivery Schedule, MAS, in **Enclosure B**.
- ☒ 9. Ensure your company's representations and certifications are current, accurate and complete in your System for Award Management (SAM) registration with regard to Clause 52.225-5 – Trade Agreements. Complete **Enclosure C**.
- ☐ 10. When requesting an economic price adjustment, you must provide the information requested in paragraph (c) of clause 552.216-70, Alternate I, Deviation I, Economic Price Adjustment—FSS Multiple Award Schedule Contracts, located in the basic solicitation document.

NOTE: The Electronic Contract File (ECF) System automatically files everything submitted by the contractor into the contract file once the mod is approved. If your modification request requires document revisions during the clarification process, please remove any superseded documents from the eMod system to avoid duplication and confusion in your permanent contract file.

Explanation of information required in Clause CSP-1 – Commercial Sales Practices Format

The following pages contain the Commercial Sales Practices (CSP) Format section of the basic solicitation. This information relates to the terms and conditions offered to your commercial (i.e., Non-Federal Government) customers. All information must be provided on this page before your offer can be sufficiently evaluated. Failure to provide accurate, current and complete CSP information may result in rejection of your offer.

Please refer to clause 552.212-70, PREPARATION OF OFFER (MULTIPLE AWARD SCHEDULE) in the Basic Solicitation Document, for additional information concerning preparation and submission of your offer. The following basic information is provided for each paragraph of the CSP. Please refer to the in-depth instructions found in Figure 515.4-2 – Instructions for Commercial Sales Practices Format, on pages CSP-3 and CSP-4 for additional information. .

- (1) The dollar figure provided should reflect sales to the general public based on established catalog or market prices during the most recent 12 month period for which data is available or for the offerors last fiscal year. Please ensure that the date provided includes at least the month and year. Please provide ACTUAL figures, do not provide rounded figures.

For evaluation purposes only, provide a copy of your commercial price list that was applicable during the time period shown in this paragraph.

If you are a dealer/reseller and the dollar value of sales to the general public is limited, please see Paragraph 5 of the CSP and provide the information requested therein.

- (2) Show your total projected annual sales to the Government for each SIN offered. If you have not made sales to the Federal Government for the items offered, provide your best estimate of anticipated sales under any resultant contract.
- (3) See Figure 515.4-2 on pages CSP-3 and CSP-4 for additional explanation. Also, please refer to Clause 552.212-70 in the Basic Solicitation Document for definitions of “concession” and “discount.”
- (4) (a) The information provided in this chart should reflect the terms and conditions offered to your commercial customers. Information should be provided for all customers who receive terms equal to or better than those offered the Government.

Column 1 – Customer is the customer (i.e., Company XYZ) or category of customer (i.e., dealers, distributors, State, County, City and Local Governments, etc.) who receive the terms being disclosed.

Column 2 – Provide in this column any basic discount offered this customer. A basic discount is any discount offered without regard for quantity (i.e., for a quantity of one). If you do not offer any basic discounts, insert “NONE.”

Column 3 – Provide in this column any quantity or volume discounts offered this customer. For example, a discount of 10% is offered when 20+ units are purchased, OR a discount of 10% is offered when the net order exceeds \$20,000.00. This discount is exclusive of any Basic Discount offered.

Column 4 – Provide the FOB Terms (Freight Terms) offered this customer. For example, FOB Origin (Plant), FOB Origin Freight Prepaid and Allowed, or FOB Destination.

Column 5 – Provide in the column any other terms or conditions, not previously listed, which are offered to this category of customer. For example, any prompt-payment terms, aggregate discount terms, enhanced or additional services offered, etc.

- (4) (b) If you have deviations from your written policies or standard commercial sales practices disclosed in the above chart which result in better discounts (lower prices) or concessions than indicated, then those must be explained in accordance with the instructions at Figure 515.4-2.

ENCLOSURE CSP**CSP-1 COMMERCIAL SALES PRACTICES FORMAT**Name of Offeror: **The COGAR Group, Ltd.**SIN(s): **246 54**

NOTE: Please refer to clause 552.212-70, PREPARATION OF OFFER (MULTIPLE AWARD SCHEDULE), for additional information concerning your offer. Provide the following information for each SIN (or group of SINs or SubSIN for which information is the same).

- (1) Provide the dollar value of sales to the general public at or based on an established catalog or market price during the previous 12 month period or the offerors last fiscal year: (b) (4). State the beginning and ending of the 12 month period: Beginning (b) (4) Ending (b) (4). In the event that a dollar value is not an appropriate measure of the sales, provide and describe your own measure of the sales of the item(s). For evaluation purposes only, provide a copy of your commercial price list that was applicable during the time period shown in this paragraph.
- (2) Show your total projected annual sales to the Government under this contract for the contract term, excluding options, for each SIN offered. If you currently hold a Federal Supply Schedule contract for the SIN the total projected annual sales should be based on your most recent 12 months of sales under that contract.

SIN **246 54** (b) (4)

- (3) Based on your written discounting policies (*standard commercial sales practices in the event you do not have written discounting policies*), are the discounts and any concessions which you offer the Government equal to or better than your best price (*discount and concessions in any combination*) offered to any customer acquiring the same items regardless of quantity or terms and conditions? ☒ YES ☐ NO. (See definition of "concession" and "discount" in 552.212-70.)
- (4) (a) Based on your written discounting policies (*standard commercial sales practices in the event you do not have written discounting policies*), provide information as requested for each SIN (or group of SINs for which the information is the same) in accordance with the instructions at Figure 515.4-2, which is provided in this solicitation for your convenience. The information should be provided in the chart below or in an equivalent format developed by the offeror. Rows should be added to accommodate as many customers as required.

Column 1—Customer	Column 2—Discount	Column 3—Quantity/Volume	Column 4—FOB Term	Column 5—Concessions
(b) (4)	(b) (4)	(b) (4)	(b) (4)	(b) (4)

- (b) Do any deviations from your written policies or standard commercial sales practices disclosed in the above chart ever result in better discounts (*lower prices*) or concessions than indicated? ☐ YES ☒ NO. If YES, explain deviations in accordance with the instructions at Figure 515.4-2, which is provided in this solicitation for your convenience.
- (5) If you are a dealer/reseller without significant sales to the general public, you should provide manufacturers' information required by paragraphs (1) through (4) above for each item/SIN offered, if the manufacturer's sales under any resulting contract are expected to exceed \$500,000. You must also obtain written authorization from the manufacturer(s) for Government access, at any time before award or before agreeing to a modification, to the manufacturer's sales records for the purpose of verifying the information submitted by the manufacturer. The information is required in order to enable the Government to make a determination that the offered price is fair and reasonable. To expedite the review and processing of offers, you should advise the manufacturer(s) of

this requirement. The contracting officer may require the information be submitted on electronic media with commercially available spreadsheet(s). The information may be provided by the manufacturer directly to the Government. If the manufacturer's item(s) is being offered by multiple dealers/resellers, only one copy of the requested information should be submitted to the Government. In addition, you must submit the following information along with a listing of contact information regarding each of the manufacturers whose products and/or services are included in the offer (include the manufacturer's name, address, the manufacturer's contact point, telephone number, and FAX number) for each model offered by SIN:

- (a) Manufacturer's Name
- (b) Manufacturer's Part Number
- (c) Dealer's/Reseller's Part Number
- (d) Product Description
- (e) Manufacturer's List Price
- (f) Dealer's/Reseller's percentage discount from List Price or net prices

Figure 515.4-2—Instructions for Commercial Sales Practices Format

If you responded "YES" to question (3), on the COMMERCIAL SALES PRACTICES FORMAT, complete the chart in question (4)(a) for the customer(s) who receive your best discount. If you responded "NO" complete the chart in question (4)(a) showing your written policies or standard sales practices for all customers or customer categories to whom you sell at a price (discounts and concessions in combination) that is equal to or better than the price(s) offered to the Government under this solicitation or with which the Offeror has a current agreement to sell at a discount which equals or exceeds the discount(s) offered under this solicitation. Such agreement shall be in effect on the date the offer is submitted or contain an effective date during the proposed multiple award schedule contract period. If your offer is lower than your price to other customers or customer categories, you will be aligned with the customer or category of customer that receives your best price for purposes of the Price Reduction clause at 552.238-75. The Government expects you to provide information required by the format in accordance with these instructions that is, to the best of your knowledge and belief, current, accurate, and complete as of 14 calendar days prior to its submission. You must also disclose any changes in your price list(s), discounts and/or discounting policies which occur after the offer is submitted, but before the close of negotiations. If your discount practices vary by model or product line, the discount information should be by model or product line as appropriate. You may limit the number of models or product lines reported to those which exceed 75% of actual historical Government sales (commercial sales may be substituted if Government sales are unavailable) value of the special item number (SIN).

Column 1—Identify the applicable customer or category of customer. A "customer" is any entity, except the Federal Government, which acquires supplies or services from the Offeror. The term customer includes, but is not limited to original equipment manufacturers, value added resellers, state and local governments, distributors, educational institutions (an elementary, junior high, or degree granting school which maintains a regular faculty and established curriculum and an organized body of students), dealers, national accounts, and end users. In any instance where the Offeror is asked to disclose information for a customer, the Offeror may disclose information by category of customer if the offeror's discount policies or practices are the same for all customers in the category. (Use a separate line for each customer or category of customer.)

Column 2—Identify the discount. The term "discount" is as defined in solicitation clause 552.212-70, Preparation of Offer (Multiple Award Schedule). Indicate the best discount (based on your written discounting policies or standard commercial discounting practices if you do not have written discounting policies) at which you sell to the customer or category of customer identified in column 1, without regard to quantity; terms and conditions of the agreements under which the discounts are given; and whether the agreements are written or oral. Net prices or discounts off of other price lists should be expressed as percentage discounts from the price list which is the basis of your offer. If the discount

disclosed is a combination of various discounts (prompt payment, quantity, etc.), the percentage should be broken out for each type of discount. If the price lists which are the basis of the discounts given to the customers identified in the chart are different than the price list submitted upon which your offer is based, identify the type or title and date of each price list. The contracting officer may require submission of these price lists. To expedite evaluation, offerors may provide these price lists at the time of submission.

Column 3—Identify the quantity or volume of sales. Insert the minimum quantity or sales volume which the identified customer or category of customer must either purchase/order, per order or within a specified period, to earn the discount. When purchases/orders must be placed within a specified period to earn a discount indicate the time period.

Column 4—Indicate the FOB delivery term for each identified customer. See FAR 47.3 for an explanation of FOB delivery terms.

Column 5—Indicate concessions regardless of quantity granted to the identified customer or category of customer. Concessions are defined in solicitation clause 552.212-70, Preparation of Offers (Multiple Award Schedule). If the space provided is inadequate, the disclosure should be made on a separate sheet by reference.

If you respond “YES” to question 4 (b) in the Commercial Sales Practices Format, provide an explanation of the circumstances under which you deviate from your written policies or standard commercial sales practices disclosed in the chart on the Commercial Sales Practices Format and explain how often they occur. Your explanation should include a discussion of situations that lead to deviations from standard practice, an explanation of how often they occur, and the controls you employ to assure the integrity of your pricing. Examples of typical deviations may include, but are not limited to, one time goodwill discounts to charity organizations or to compensate an otherwise disgruntled customer; a limited sale of obsolete or damaged goods; the sale of sample goods to a new customer; or the sales of prototype goods for testing purposes.

If deviations from your written policies or standard commercial sales practices disclosed in the chart on the Commercial Sales Practices Format are so significant and/or frequent that the Contracting Officer cannot establish whether the price(s) offered is fair and reasonable, then you may be asked to provide additional information. The Contracting Officer may ask for information to demonstrate that you have made substantial sales of the item(s) in the commercial market consistent with the information reflected on the chart on the Commercial Sales Practice Format, a description of the conditions surrounding those sales deviations, or other information that may be necessary in order for the Contracting Officer to determine whether your offered price(s) is fair and reasonable. In cases where additional information is requested, the Contracting Officer will target the request in order to limit the submission of data to that needed to establish the reasonableness of the offered price.

ENCLOSURE A

GSA OFFERED TERMS

The following is/are offered for the items/SINs being added to the current contract under FEDERAL SUPPLY SCHEDULE 084 "Total Solutions for Law Enforcement, Security, Facilities Management, Fire, Rescue, Special Purpose Clothing, Marine Craft and Emergency/Disaster Response"

1. Basic Discount: (b) (4)
(List each model number if the discount varies per model or indicate the discount next to each model on the price list.)
2. Prompt Payment Discount: Net 30
(If none offered, show the Net term, i.e., Net 30 days. How does this compare with already awarded payment discounts. The payment discount applies to the entire contract. If your contract already has a payment discount awarded, the new items are also covered by the existing payment discount.)
3. Quantity/Volume Discount: (b) (4)
(Show the percentage and quantity/dollar level.)
4. Other Discounts: (b) (4)
5. Any other concession being offered to the Government, but not the Most Favored Customer: _____
6. Delivery (Days ARO): Normal Per Task Order Expedited: Per Task Order
7. FOB Terms: N/A - Services
8. Minimum Order Limitation: None
9. Cooperative Purchasing? ☒ YES ☐ NO
NOTE: if you are adding products under a previously awarded SIN, the previously established Cooperative Purchasing status for the SIN will apply to the new products, unless a modification is requested and issued to change the status.

52.215-6 PLACE OF PERFORMANCE (OCT 1997)

- (a) The offeror or respondent, in the performance of any contract resulting from this solicitation, ☐ intends, ☒ does not intend [check applicable box] to use one or more plants or facilities located at a different address from the address of the offeror or respondent as indicated in this proposal or response to request for information.
- (b) If the offeror or respondent checks "intends" in paragraph (a) of this provision, it shall insert in the following spaces the required information:

PLACE OF PERFORMANCE (Street Address, City, State, County, Zip Code)	NAME AND ADDRESS OF OWNER AND OPERATOR OF THE PLANT OR FACILITY IF OTHER THAN OFFEROR OR RESPONDENT

NOTE: Place of Performance refers to the location where contract records are kept.

52.223-3 HAZARDOUS MATERIAL IDENTIFICATION AND MATERIAL SAFETY DATA (JAN 1997) (ALTERNATE I—JUL 1995)

- (a) Hazardous material, as used in this clause, includes any material defined as hazardous under the latest version of Federal Standard No. 313 (including revisions adopted during the term of the contract).

- (b) The offeror must list any hazardous material, as defined in paragraph (a) of this clause, to be delivered under this contract. The hazardous material shall be properly identified and include any applicable identification number, such as National Stock Number or Special Item Number. This information shall also be included on the Material Safety Data Sheet submitted under this contract.

Material <i>(If none, insert None)</i>	Identification No.
None	

- (c) This list must be updated during performance of the contract whenever the Contractor determines that any other material to be delivered under this contract is hazardous.
- (d) The apparently successful offeror agrees to submit, for each item as required prior to award, a Material Safety Data Sheet, meeting the requirements of 29 CFR 1910.1200(g) and the latest version of Federal Standard No. 313, for all hazardous material identified in paragraph (b) of this clause. Data shall be submitted in accordance with Federal Standard No. 313, whether or not the apparently successful offeror is the actual manufacturer of these items. Failure to submit the Material Safety Data Sheet prior to award may result in the apparently successful offeror being considered nonresponsible and ineligible for award.
- (e) If, after award, there is a change in the composition of the item(s) or a revision to Federal Standard No. 313, which renders incomplete or inaccurate the data submitted under paragraph (d) of this clause, the Contractor shall promptly notify the Contracting Officer and resubmit the data.
- (f) Neither the requirements of this clause nor any act or failure to act by the Government shall relieve the Contractor of any responsibility or liability for the safety of Government, Contractor, or subcontractor personnel or property.
- (g) Nothing contained in this clause shall relieve the Contractor from complying with applicable Federal, State, and local laws, codes, ordinances, and regulations (including the obtaining of licenses and permits) in connection with hazardous material.
- (h) The Government's rights in data furnished under this contract with respect to hazardous material are as follows:
- (1) To use, duplicate and disclose any data to which this clause is applicable. The purposes of this right are to—
 - (i) Apprise personnel of the hazards to which they may be exposed in using, handling, packaging, transporting, or disposing of hazardous materials;
 - (ii) Obtain medical treatment for those affected by the material; and
 - (iii) Have others use, duplicate, and disclose the data for the Government for these purposes.
 - (2) To use, duplicate, and disclose data furnished under this clause, in accordance with subparagraph (h)(1) of this clause, in precedence over any other clause of this contract providing for rights in data.
 - (3) The Government is not precluded from using similar or identical data acquired from other sources.
- (i) Except as provided in paragraph (i)(2) the Contractor shall prepare and submit a sufficient number of Material Safety Data Sheets (MSDS's), meeting the requirements of 29 CFR 1910.1200(g) and the latest version of Federal Standard No. 313, for all hazardous materials identified in paragraph (b) of this clause.
- (1) For items shipped to consignees, the Contractor shall include a copy of the MSDS with the packing list or other suitable shipping document which accompanies each shipment. Alternatively, the Contractor is permitted to transmit MSDS's to consignees in advance of receipt of shipments by consignees, if authorized in writing by the Contracting Officer.
 - (2) For items shipped to consignees identified by mailing address as agency depots, distribution centers or customer supply centers, the Contractor shall provide one copy of the MSDS's in or on each shipping

container. If affixed to the outside of each container, the MSDS must be placed in a weather resistant envelope.

C-FSS-411 FIRE OR CASUALTY HAZARDS, OR SAFETY OR HEALTH REQUIREMENTS (OCT 1992)

(a) Items in this solicitation which involve fire or casualty hazards (e.g., items containing electrical components), or safety or health requirements, shall conform to the safety standards (if any) for such products issued by a nationally recognized standards developing organization. The offeror shall identify in the spaces below whether any such standards are applicable to the products offered, and if so, which standard(s) applies. (Check one).

1. There are no nationally recognized safety standards which are applicable to any of the products offered under this solicitation.
2. The safety standard(s) identified below are applicable to the following products offered under this solicitation:

Product	Standard
N/A	

X There are no nationally recognized safety standards which are applicable to the other products offered (if any).

(b) The offeror must furnish proof, satisfactory to the Government, that the products offered will conform with the requirements of the published safety standards. Acceptable proof of conformance includes a labeling, listing, or acceptance of the product by an organization approved by the Occupational Safety and Health Administration (OSHA) as a "Nationally Recognized Testing Laboratory" (NRTL). This conformance requirement must be maintained with respect to all applicable products furnished under resultant contracts.

(c) Information regarding currently-approved NRTL's may be obtained by writing to the following:

NRTL Recognition Program
Office of Variance Determination
Occupational Safety and Health Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Room N-3653
Washington, DC 20210
(202) 219-7193

ENCLOSURE B**552.211-78 COMMERCIAL DELIVERY SCHEDULE (MULTIPLE AWARD SCHEDULE) (FEB 1996)**

- (a) Time of Delivery. The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO) in the case of F.O.B. Destination prices; or to place of shipment in transit in the case of F.O.B. Origin prices, as set forth below. Offerors shall insert in the "Time of Delivery (days ARO)" column in the schedule of Items a definite number of calendar days within which delivery will be made. In no case shall the offered delivery time exceed the Contractor's normal commercial practice. The Government requires the Contractor's normal commercial delivery time, as long as it is less than the "stated" delivery time(s) shown below. If the Offeror does not insert a delivery time in the schedule of items, the Offeror will be deemed to offer delivery in accordance with the Government's stated delivery time, as stated below:

ITEMS OR GROUP OF ITEMS (Special Item No. or nomenclature)	GOVERNMENT'S STATED DELIVERY TIME (Days ARO)	CONTRACTOR'S NORMAL COMMERCIAL DELIVERY TIME
ALL SINS	As Shown in Basic Solicitation Document	<i>Negotiated per Task Order</i>

- (b) Expedited Delivery Times. For those items that can be delivered quicker than the delivery times in paragraph (a), above, the Offeror is requested to insert below, a time (hours/days ARO) that delivery can be made when expedited delivery is requested.

ITEM OR GROUP OF ITEMS (Special Item No. or nomenclature)	Expedited delivery time (Hours/Days ARO)
<i>246 54</i>	<i>Negotiated per Task Order</i>

- (c) Overnight and 2-Day Delivery Times. Ordering activities may require overnight or 2—day delivery. The Offeror is requested to annotate its price list or by separate attachment identify the items that can be delivered overnight or within 2 days. Contractors offering such delivery services will be required to state in the cover sheet to its FSS price list details concerning this service.

ENCLOSURE C**Exceptions to Representations and Certifications (52.212-3)**

Do you, the contractor, verify by submission of this modification request that the representations and certifications currently posted electronically at FAR 52.212-3, Offeror Representations and Certifications—Commercial Items, have been entered or updated in the last 12 months, are current, accurate, complete, and applicable to this modification request (including the business size standard for the NAICS code applicable for this submission), as of the date of this modification request and are incorporated in the resultant modification by reference?



Yes



No (If "No" is selected, the offeror must submit an attachment listing the paragraph(s) which have changed and identify, after each paragraph, what has changed.) Please title the attachment, "Exceptions to Certs and Reps – 52.212-3.")



THE COGAR GROUP, LTD.

6059B Arlington Blvd.
Falls Church, Virginia 22044
www.thecogargroup.com

DCJS #: 11-4383

April 24, 2015

Lisa Yale
Contract Specialist
General Services Administration
819 Taylor St. 7A37
Fort Worth, TX 76102-6124

Subject: "Additions Modification Request for Contract #GS-07F-0625X – The COGAR Group, Ltd.

Ms. Yale:

The COGAR Group, Ltd. (COGAR) requests a modification to our contract GS-07F-0625X to add a geographical area in the state of Florida to our already-awarded Special Item Number (SIN) 246 54 3 Protective Service Occupations. This request is made to allow COGAR Group to fulfill the needs and requirements of our GSA customer, the US Department of Homeland Security (DHS), Office of Procurement Operations, Federal Protective Service (FPS) under Request for Quote (RFQ) HSHQE4-15-Q-00002 for Protective Security Officer (PSO) Services located in South Florida.

The additional geographic area of South Florida covers four (4) counties, Broward, Palm Beach, Miami-Dade and Monroe, and COGAR requests incorporation of rates for the applicable wage determinations, WD #2005-2111, Rev. 16, dated 12/22/2014 and DOL-WD #2005-2119, Rev. 16, dated 12/22/2014. And, as all work sites under the DHS/FPS RFQ are subject to a Collective Bargaining Agreement (CBA) – DOL-WD CBA-2015-7419, Rev. 0, dated 01/22/2015, COGAR requests that the CBA rates also be incorporated in to our contract.

To support COGAR 's request, we provide the following documentation:

- GSA Proposed Rate Schedule for So FL
- Modification Package
- Applicable CBA #CBA-2015-7419 Rev 0, dated 01/22/2015
- Applicable Wage Determination #2005-2119, Rev. 16, dated 12/22/2014 for the Florida Counties of Collier, Dade, Monroe
- Applicable Wage Determination #2005-2111, Rev. 16, dated 12/22/2014 for the Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie
- COGAR business and guard licenses
- COGAR 's current SAM Record



THE COGAR GROUP, LTD.

6059B Arlington Blvd.
Falls Church, Virginia 22044
www.thecogargroup.com

DCJS #: 11-4383

Letter to L. Yale
April 24, 2015
Page 2 of 2

In addition, COGAR confirms that:

- All other clauses, terms and conditions of the contract remain the same;
- All pricing reflects the 0.75% Industrial Funding Fee (IFF);
- All products are newly manufactured products unless otherwise noted, are regularly used for other than Government purposes, are offered for sale or are sold or traded commercially, in the normal course of business operations; and
- All products offered are compliant with the Trade Agreements Acts.

Thank you for the opportunity to participate in GSA's Multiple Award Schedule (MAS) program. If you have any questions or require further information, please contact me at 703-942-8118 or by email at jgarcia@thecogargroup.com.

Sincerely,

(b) (6)

James Garcia
CEO/President



Lisa Yale - 7QSABB <lisa.yale@gsa.gov>

eMod Received for Contract GS07F0625X

1 message

fss.online@gsa.gov <fss.online@gsa.gov>

Wed, Apr 29, 2015 at 2:48 PM

To: jgarcia@thecogargroup.com

Cc: (b) (4) [REDACTED] lisa.yale@gsa.gov, margaret.lynch@gsa.gov, jgarcia@thecogargroup.com, fss.online@gsa.gov

Dear Sir/Madam:

This is an auto-generated email message from the FSS Online application to inform you that an electronic Contract Modification request has been initiated for (Mod No - 0006) against contract (GS07F0625X). The eMod-Id from which this request was created is # JUGK51RX and version # 1

Mod Detail:

N/A

The COGAR Group, Ltd. (COGAR Group) requests a modification to our contract GS-07F-0625X to add a geographical area in the state of Florida to our already-awarded Special Item Number (SIN) 246 54 3 Protective Service Occupations. This request is made to allow COGAR Group to fulfill the needs and requirements of our GSA customer, the US Department of Homeland Security (DHS), Office of Procurement Operations, Federal Protective Service (FPS) under Request for Quote (RFQ) HSHQE4-15-Q-00002 for Protective Security Officer (PSO) Services located in South Florida.

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- ? Applicable Wage Determination #2005-2111, Rev. 16, dated 12/22/2014 for the Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie
- ? COGAR Group business and guard licenses
- ? COGAR Group?s current SAM Record

In addition, COGAR Group confirms that:

- ? All other clauses, terms and conditions of the contract remain the same;
- ? All pricing reflects the 0.75% Industrial Funding Fee (IFF);
- ? All products are newly manufactured products unless otherwise noted, are regularly used for other than Government purposes, are offered for sale or are sold or traded commercially, in the normal course of business operations; and
- ? All products offered are compliant with the Trade Agreements Acts.

This is an auto generated email. Please do not reply to this email address.



Lisa Yale - 7QSABB <lisa.yale@gsa.gov>

Notification for Contract Mod eSignature <Contract: GS07F0625X>

1 message

fss.online@gsa.gov <fss.online@gsa.gov>

Fri, May 1, 2015 at 4:48 PM

To: jgarcia@thecogargroup.com

Cc: maryrogers1@aol.com, lfuentes@thecogargroup.com, lomalley@gsaschedule.us.com, lisa.yale@gsa.gov, margaret.lynch@gsa.gov, jgarcia@thecogargroup.com, fss.online@gsa.gov

Dear Sir/Madam

This is to notify you that the Contract Modification eModId JUGK51RX submitted by you against the Contract: GS07F0625X is ready for your review and signature.

Please click or paste the following url in a browser window to review your Modification request

<https://eoffer.gsa.gov>

This is an auto generated email. Please do not reply to this email address.

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1.Contract ID Code	Page of Pages 1 2
Amendment/Modification No. PO-0006	3. Effective Date: May 01, 2015	4. Requisition/Purchase Req. No.	5. Project No. (If Applicable) 84	
6. Issued By: General Service Administration FAS, Greater Southwest Acquisition Center (7FC) 819 Taylor Street, Rm 6A06 Fort Worth, TX 76102			7. Administered By: (If Other) GSA/FAS/QVOCE 401 WEST PEACHTREE ST ATLANTA, GA 30308	
8. Name and Address of Contractor (No. Street, County, State and Zip Code) COGAR GROUP, LTD., THE 6059B ARLINGTON BLVD. FALLS CHURCH, VA 220442721			9A Amendment of Solicitation No:	
			9B. Dated (See Item 11)	
			10A. Modification of Contract/Order No. GS-07F-0625X	
			10B. Dated (See Item 13) Jul 01, 2011	
Code		Facility Code		
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers </div> <div> <input type="checkbox"/> is extended </div> <div> <input type="checkbox"/> is not extended. </div> </div>				
Offerors must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods. (a) By completing items 8 and 15, and returning copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment and is received prior to the opening hour and date specified.				
12. ACCOUNTING AND APPROPRIATION DATA (If required)				
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.				
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.				
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14. PURSUANT TO THE AUTHORITY OF FAR 43.103(b).				
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:				
X D. OTHER (Specify type of modification and authority): See Block 13 Notes...				
E. IMPORTANT: Contractor: is not <input type="checkbox"/> , is <input checked="" type="checkbox"/> required to sign this document and return, ___ copies to the issuing office.				
14. DESCRIPTION OF MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) The above numbered contract, awarded under Schedule 084 - Total Solutions for Law Enforcement, Security, Facilities Management, Fire, Rescue, Special Purpose Clothing, Marine Craft, and Emergency/Disaster Response is modified as indicated below. A. Pursuant to Clause 552.238-81- Modifications, Clause 52.222-32 - Fair Labor Standards Act, modification request dated 04/29/2015 from The Cogar Group, Ltd. and Company Letter dated 04/24/2015, this contract is hereby modified to add services under SIN 246 54 for the geographical area of South Florida. The following wage determinations and Collective <div style="text-align: right;">Continue next page...</div>				
15A. NAME AND TITLE OF SIGNER (Type or Print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or Print)		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED	
See	above	By See above		
(Signature of person authorized to sign)		(Signature of Contracting Officer)		

Continuation of Description...

Bargaining Agreement as added:

Wage Determination No. 2005-2119 Rev. 16 dated 12/22/2014 for the Florida Counties of Collier, Dade, and Monroe

Wage Determination No. 2005-2111, Rev. 16 dated 12/22/2014 for the Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, and St Lucie

Collective Bargaining Agreement (CBA) No. 2015-7419, Rev. 0 dated 01/22/2015 effective 11/1/2014 through 10/31/2017 for the County of Dade.

B. This contract is modified based on the following price list:

(b) (4)

This price proposal schedule is hereby accepted as the basis of which discounts and terms are granted for The Cogar Group, Ltd. for SIN 246-54, and is awarded in addition to previously awarded price lists.

C. The Most Favored Customer (MFC) remains (b) (4)

D. Terms and Conditions:

Basic Discount: (b) (4)
Quantity/Volume Discount: (b) (4)
Prompt Payment Discount: Net 30
FOB: N/A Services
Delivery Terms: Per task order
Expedited: N/A Services
Warranty: N/A Services
Foreign Items: None
Minimum Order: None

E. Price Adjustment shall be in accordance with Clause 52.222-43, Fair Labor Standards Act and Service Contract Act - Price Adjustment (Multiple Year and Option Contracts).

F. The price/discount relationship between the Government and the MFC is as follows:

The Cogar Group, Ltd s Most Favored Customer (MFC) and the Basis of Award (BOA) for this contract is (b) (4). The price/discount relationship between the Government and the MFC will never be less favorable to the Government than at the time of award, that is: For the life of the contract, the Government s (b) (4) will always be at least (b) (4) better than the (b) (4) of (b) (4) customer upon which this award is based, which is (b) (4). For the life of the contract, the Government s (b) (4) will always be at least (b) (4) better than the (b) (4) of the customer upon which this award is based, which is (b) (4).

G. As a result of this modification, a revised GSA Advantage! submission is required and should be received within 30 calendar days from the effective date of this modification. Please note that the pricing shown in GSA Advantage! will prevail as the accepted contract pricing until replaced by a revised GSA Advantage! file submission regardless of the effective date of the modification. Therefore, any price increases which may be incorporated by this modification will not be effective to ordering agencies until posted

Continuation of Description...

in GSA Advantage!

The Cogar Group, Ltd. is also required to issue a new GSA price list or price list addendum incorporating the changes described in this modification. One supplemental price list shall be submitted to this office and one copy shall be submitted to the National Customer Service Center. The preferred method of distribution is electronic in accordance with your contracting officer's instructions and to the National Schedules Information Center at NCSCcustomer.service@gsa.gov.

H. The Industrial Funding Fee (IFF) is a separate collection mechanism and any increase or decrease in the fee does not change the price discount relationship stated above. The current IFF is .75% and should be calculated as follows:

Negotiated price divided by (1 minus .0075) which equates to Negotiated price divided by 0.9925. Example: $(\$100,000 / 0.9925) = \$100,755.67$

I. This modification is issued at no cost to either party.

J. All other terms and conditions remain unchanged.

Block 13 Notes

Block 13.D:

Clause 552.238-81- Modifications, Clause 52.222-32 - Fair Labor Standards Act

List of Documents for the eMod Package:

File Name: CBA-2015-7419.pdf
Submit Date: 4/29/2015 12:00:00 AM
Description: Supporting Documentation

File Name: Labor Category Descriptions.doc
Submit Date: 4/29/2015 12:00:00 AM
Description: Labor Category Descriptions

File Name: WD 05-2111 Rev 16.pdf
Submit Date: 4/29/2015 12:00:00 AM
Description: Supporting Documentation

File Name: WD 05-2119 Rev 16.pdf
Submit Date: 4/29/2015 12:00:00 AM
Description: Supporting Documentation

File Name: (b) (4)
Submit Date: 05/01/2015 16:17:02:18
Description: (b) (4)



Lisa Yale - 7QSABB <lisa.yale@gsa.gov>

eMod Package <contract FF0625X : COGAR GROUP, LTD., THE> ModNo: 0006 has been approved.

1 message

lisa.yale@gsa.gov <lisa.yale@gsa.gov>

Fri, May 1, 2015 at 4:48 PM

To: lisa.yale@gsa.gov

Cc: fss.online@gsa.gov

***** Auto-generated email *****

This is to notify you that the package for the Contract Modification

eModId: JUGK51RX

Contract: FF0625X

Vendor Name: COGAR GROUP, LTD., THE

ModNo: 0006

has been created and approved by Lisa K. Yale.

This is an auto-generated email. Please do not reply to this email.

The COGAR Group, Ltd.
GSA Schedule 84 Contract #GS-07F-0625X
Wage Rate Calculation - South Florida
DOL-WD #2005-2111, Rev. 16, Dated 12/22/2014

Code	Title	Base Wage Rate	Premium	H&W	Wage + H&W	Payroll Cost	Holiday Pay	Vacation Pay	Overhead
						(b) (4)			
27000	Protective Services Personnel	(b) (4)		Security clear	(b) (4)				
27004	Alarm Monitor	\$20.47	(b) (4)	\$4.02	(b) (4)	(b) (4)			
27101	Guard I	\$10.61		\$4.02					
27102	Guard II	\$18.11		\$4.02					
27131	Police Officer I	\$30.90		\$4.02					
27132	Police Officer II	\$34.34		\$4.02					
	Security Specialist I	\$20.47		\$4.02					
	Security Specialist II	\$27.78		\$4.02					
	Security Specialist II	\$33.09		\$4.02					
	Supervisor	\$39.71		\$4.02					
	Program Manager	\$69.10		\$4.02					

27000	Protective Services Personnel		(b) (4)	Security clearance	
27004	Alarm Monitor	\$20.47		\$4.02	(b) (4)
27101	Guard I	\$10.61		\$4.02	
27102	Guard II	\$18.11		\$4.02	
27131	Police Officer I	\$30.90		\$4.02	
27132	Police Officer II	\$34.34		\$4.02	
	Security Specialist I	\$20.47		\$4.02	
	Security Specialist II	\$27.78		\$4.02	
	Security Specialist II	\$33.09		\$4.02	
	Supervisor	\$39.71		\$4.02	
	Program Manager	\$69.10		\$4.02	

27000	Protective Services Personnel with Top Secret/SCI Security clearance					
27004	Alarm Monitor	\$20.47	(b) (4)	\$4.02	(b) (4)	
27101	Guard I	\$10.61		\$4.02		
27102	Guard II	\$18.11		\$4.02		
27131	Police Officer I	\$30.90		\$4.02		
27132	Police Officer II	\$34.34		\$4.02		
	Security Specialist I	\$20.47		\$4.02		
	Security Specialist II	\$27.78		\$4.02		
	Security Specialist II	\$33.09		\$4.02		
	Supervisor	\$39.71		\$4.02		
	Program Manager	\$69.10		\$4.02		

Note 1: DOL-WD #2005-2111, Rev. 16, Dated 12/22/2014
State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

Note 2:



G&A	Profit	Net GSA Price	IFF	Total GSA Price	Overall Markup
(b) (4)			0.75%		(b) (4)
(b) (4)		\$41.64	\$0.31	\$41.96	(b) (4)
		\$24.88	\$0.19	\$25.06	
		\$37.63	\$0.28	\$37.91	
		\$59.38	\$0.45	\$59.82	
		\$65.23	\$0.49	\$65.72	
		\$41.64	\$0.31	\$41.96	
		\$54.07	\$0.41	\$54.48	
		\$63.11	\$0.47	\$63.58	
		\$74.36	\$0.56	\$74.92	
		\$124.33	\$0.93	\$125.27	
		\$46.86	\$0.35	\$47.22	
		\$27.58	\$0.21	\$27.79	
(b) (4)		\$42.25	\$0.32	\$42.57	(b) (4)
		\$67.26	\$0.50	\$67.76	
		\$73.99	\$0.55	\$74.54	
		\$46.86	\$0.35	\$47.22	
		\$61.16	\$0.46	\$61.62	
		\$71.55	\$0.54	\$72.09	
		\$84.49	\$0.63	\$85.13	
		\$141.96	\$1.06	\$143.02	
		\$52.08	\$0.39	\$52.48	
		\$30.29	\$0.23	\$30.52	
		\$46.87	\$0.35	\$47.22	
		\$75.14	\$0.56	\$75.70	
		\$82.74	\$0.62	\$83.37	
		\$52.08	\$0.39	\$52.48	
		\$68.24	\$0.51	\$68.76	
		\$79.99	\$0.60	\$80.59	
		\$94.62	\$0.71	\$95.33	
		\$159.58	\$1.20	\$160.78	

The COGAR Group, Ltd.
GSA Schedule 84 Contract #GS-07F-0625X
Wage Rate Calculation - South Florida
DOL-WD #2005-2119, Rev. 16, Dated 12/22/2014

Code	Title	Base Wage Rate	Premium	H&W	Age + H&W	Payroll Cost	Holiday Pay	Vacation Pay	Overhead
						(b) (4)			
27000	Protective Services Personnel	(b) (4)		Security clear	(b) (4)				
27004	Alarm Monitor	\$20.47	(b) (4)	\$4.02	(b) (4)	(b) (4)			
27101	Guard I	\$10.61		\$4.02					
27102	Guard II	\$18.11		\$4.02					
27131	Police Officer I	\$30.90		\$4.02					
27132	Police Officer II	\$34.34		\$4.02					
	Security Specialist I	\$20.47		\$4.02					
	Security Specialist II	\$27.78		\$4.02					
	Security Specialist III	\$33.09		\$4.02					
	Supervisor	\$39.71		\$4.02					
	Program Manager	\$69.10		\$4.02					

27000	Protective Services Personnel with Secret Security clearance								
27004	Alarm Monitor	\$20.47	(b) (4)	\$4.02	(b) (4)				
27101	Guard I	\$10.61		\$4.02					
27102	Guard II	\$18.11		\$4.02					
27131	Police Officer I	\$30.90		\$4.02					
27132	Police Officer II	\$34.34		\$4.02					
	Security Specialist I	\$20.47		\$4.02					
	Security Specialist II	\$27.78		\$4.02					
	Security Specialist III	\$33.09		\$4.02					
	Supervisor	\$39.71		\$4.02					
	Program Manager	\$69.10		\$4.02					

27000	Protective Services Personnel with Top Secret/SCI Security clearance								
27004	Alarm Monitor	\$20.47	(b) (4)	\$4.02	(b) (4)				
27101	Guard I	\$10.61		\$4.02					
27102	Guard II	\$18.11		\$4.02					
27131	Police Officer I	\$30.90		\$4.02					
27132	Police Officer II	\$34.34		\$4.02					
	Security Specialist I	\$20.47		\$4.02					
	Security Specialist II	\$27.78		\$4.02					
	Security Specialist III	\$33.09		\$4.02					
	Supervisor	\$39.71		\$4.02					
	Program Manager	\$69.10		\$4.02					

Note 1: DOL-WD #2005-2119, Rev. 16, Dated 12/22/2014
State: Florida

Area: Florida Counties of Collier, Dade, Monroe

Note 2:



G&A	Profit	Net GSA Price	IFF	Total GSA Price	Overall Markup
(b) (4)	(b) (4)		0.75%		(b) (4)
		\$41.64	\$0.31	\$41.96	
		\$24.88	\$0.19	\$25.06	
		\$37.63	\$0.28	\$37.91	
		\$59.38	\$0.45	\$59.82	
		\$65.23	\$0.49	\$65.72	
		\$41.64	\$0.31	\$41.96	
		\$54.07	\$0.41	\$54.48	
		\$63.11	\$0.47	\$63.58	
		\$74.36	\$0.56	\$74.92	
		\$124.33	\$0.93	\$125.27	
		\$46.86	\$0.35	\$47.22	
		\$27.58	\$0.21	\$27.79	
		\$42.25	\$0.32	\$42.57	
		\$67.26	\$0.50	\$67.76	
		\$73.99	\$0.55	\$74.54	
		\$46.86	\$0.35	\$47.22	
		\$61.16	\$0.46	\$61.62	
		\$71.55	\$0.54	\$72.09	
		\$84.49	\$0.63	\$85.13	
		\$141.96	\$1.06	\$143.02	
		\$52.08	\$0.39	\$52.48	
		\$30.29	\$0.23	\$30.52	
		\$46.87	\$0.35	\$47.22	
		\$75.14	\$0.56	\$75.70	
		\$82.74	\$0.62	\$83.37	
		\$52.08	\$0.39	\$52.48	
		\$68.24	\$0.51	\$68.76	
		\$79.99	\$0.60	\$80.59	
		\$94.62	\$0.71	\$95.33	
		\$159.58	\$1.20	\$160.78	

The COGAR Group, Ltd.
 GSA Schedule 84 Contract #GS-07F-0625X
 Wage Rate Calculation - South Florida
 DOL-WD #CBA-2015-7419, Rev. 0, Dated 01/22/2015

Code	Title	Base Wage Rate	Clearance Premium	H&W	Shift Differential	Key West Premium	Wage + H&W	Payroll Cost	
								(b) (4)	
27000	Protective Services Personnel with DHS Suitability								
27102	Guard II	\$20.15	(b) (4)	\$4.20	(b) (4)	(b) (4)	(b) (4)	(b) (4)	
	Supervisor	\$26.20		\$4.20					
	Program Manager	\$45.58		\$4.20					
27000	Protective Services Personnel with Security Clearance								
27102	Guard II	\$20.15		\$4.20					
	Supervisor	\$26.20		\$4.20					
	Program Manager	\$45.58		\$4.20					
27000	Protective Services Personnel with Secret/SCI Security Clearance								
27102	Guard II	\$20.15		\$4.20					
	Supervisor	\$26.20		\$4.20					
	Program Manager	\$45.58		\$4.20					

Note 1: DOL-WD #CBA-2015-7419, Rev. 0, Dated 01/22/2015
 State: Florida
 Area: Florida County of Dade

Note 2:

(b) (4)

Holiday Pay	Vacation Pay	Sick Days	Bereavement	Jury Duty	Overhead	G&A	Profit	Net GSA Price	IFF	Total GSA Price
(b) (4)									0.75%	

(b) (4)								\$44.91	\$0.34	\$45.25
(b) (4)								\$53.12	\$0.40	\$53.51
(b) (4)								\$86.99	\$0.65	\$87.64

(b) (4)								\$50.19	\$0.38	\$50.57
(b) (4)								\$59.98	\$0.45	\$60.43
(b) (4)								\$98.94	\$0.74	\$99.68

(b) (4)								\$55.47	\$0.42	\$55.89
(b) (4)								\$66.85	\$0.50	\$67.35
(b) (4)								\$110.88	\$0.83	\$111.72

Overall
Markup

(b) (4)

(b) (4)

(b) (4)

Code	Title	Base Wage Rate	Premium	H&W	Wage + H&W	Payroll Cost	Holiday Pay	Vacation Pay	Overhead
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(b) (4)

27000	Protective Services Personnel		(b) (4)	Security clear	(b) (4)	(b) (4)			
27004	Alarm Monitor	\$20.47		\$4.02					
27101	Guard I	\$10.61		\$4.02					
27102	Guard II	\$18.11		\$4.02					
27131	Police Officer I	\$30.90		\$4.02					
27132	Police Officer II	\$34.34		\$4.02					
	Security Specialist I	\$20.47		\$4.02					
	Security Specialist II	\$27.78		\$4.02					
	Security Specialist II	\$33.09		\$4.02					
	Supervisor	\$39.71		\$4.02					
	Program Manager	\$69.10		\$4.02					
27000	Protective Services Personnel			Security c		(b) (4)			
27004	Alarm Monitor	\$20.47		\$4.02					
27101	Guard I	\$10.61		\$4.02					
27102	Guard II	\$18.11		\$4.02					
27131	Police Officer I	\$30.90		\$4.02					
27132	Police Officer II	\$34.34		\$4.02					
	Security Specialist I	\$20.47		\$4.02					
	Security Specialist II	\$27.78		\$4.02					
	Security Specialist II	\$33.09		\$4.02					
	Supervisor	\$39.71		\$4.02					
	Program Manager	\$69.10		\$4.02					
27000	Protective Services Personnel			ecret/SCI		(b) (4)			
27004	Alarm Monitor	\$20.47		\$4.02					
27101	Guard I	\$10.61		\$4.02					
27102	Guard II	\$18.11		\$4.02					
27131	Police Officer I	\$30.90		\$4.02					
27132	Police Officer II	\$34.34		\$4.02					
	Security Specialist I	\$20.47		\$4.02					
	Security Specialist II	\$27.78		\$4.02					
	Security Specialist II	\$33.09		\$4.02					
	Supervisor	\$39.71		\$4.02					
	Program Manager	\$69.10		\$4.02					

Note 1: DOL-WD #2005-2111, Rev. 16, Dated 12/22/2014
State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

Note 2:

(b) (4)

and approved as the basis of award for Modification PO-
3-07F-0625X. Lisa Yale - Contracting Officer
5

G&A	Profit	Net GSA Price	IFF	Total GSA Price	Overall Markup
(b) (4)			0.75%		(b) (4)
		\$41.64	\$0.31	\$41.96	
		\$24.88	\$0.19	\$25.06	
		\$37.63	\$0.28	\$37.91	
		\$59.38	\$0.45	\$59.82	
		\$65.23	\$0.49	\$65.72	
		\$41.64	\$0.31	\$41.96	
		\$54.07	\$0.41	\$54.48	
		\$63.11	\$0.47	\$63.58	
		\$74.36	\$0.56	\$74.92	
		\$124.33	\$0.93	\$125.27	
		\$46.86	\$0.35	\$47.22	
		\$27.58	\$0.21	\$27.79	
		\$42.25	\$0.32	\$42.57	
		\$67.26	\$0.50	\$67.76	
		\$73.99	\$0.55	\$74.54	
		\$46.86	\$0.35	\$47.22	
		\$61.16	\$0.46	\$61.62	
		\$71.55	\$0.54	\$72.09	
		\$84.49	\$0.63	\$85.13	
		\$141.96	\$1.06	\$143.02	
		\$52.08	\$0.39	\$52.48	
		\$30.29	\$0.23	\$30.52	
		\$46.87	\$0.35	\$47.22	
		\$75.14	\$0.56	\$75.70	
		\$82.74	\$0.62	\$83.37	
		\$52.08	\$0.39	\$52.48	
		\$68.24	\$0.51	\$68.76	
		\$79.99	\$0.60	\$80.59	
		\$94.62	\$0.71	\$95.33	
		\$159.58	\$1.20	\$160.78	

Code	Title	Base Wage Rate	Premium	H&W	age + H&W	Payroll Cost	Holiday Pay	Vacation Pay	Overhead
(b) (4)						(b) (4)			
27000	Protective Services Personnel w			Security clear		(b) (4)			
27004	Alarm Monitor	\$20.47		\$4.02					
27101	Guard I	\$10.61		\$4.02					
27102	Guard II	\$18.11		\$4.02					
27131	Police Officer I	\$30.90		\$4.02					
27132	Police Officer II	\$34.34		\$4.02					
	Security Specialist I	\$20.47		\$4.02					
	Security Specialist II	\$27.78		\$4.02					
	Security Specialist III	\$33.09		\$4.02					
	Supervisor	\$39.71		\$4.02					
	Program Manager	\$69.10		\$4.02					
27000	Protective Services Personnel w			Security c		(b) (4)			
27004	Alarm Monitor	\$20.47		\$4.02					
27101	Guard I	\$10.61		\$4.02					
27102	Guard II	\$18.11		\$4.02					
27131	Police Officer I	\$30.90		\$4.02					
27132	Police Officer II	\$34.34		\$4.02					
	Security Specialist I	\$20.47		\$4.02					
	Security Specialist II	\$27.78		\$4.02					
	Security Specialist III	\$33.09		\$4.02					
	Supervisor	\$39.71		\$4.02					
	Program Manager	\$69.10		\$4.02					
27000	Protective Services Personnel w			cret/SCI S		(b) (4)			
27004	Alarm Monitor	\$20.47		\$4.02					
27101	Guard I	\$10.61		\$4.02					
27102	Guard II	\$18.11		\$4.02					
27131	Police Officer I	\$30.90		\$4.02					
27132	Police Officer II	\$34.34		\$4.02					
	Security Specialist I	\$20.47		\$4.02					
	Security Specialist II	\$27.78		\$4.02					
	Security Specialist III	\$33.09		\$4.02					
	Supervisor	\$39.71		\$4.02					
	Program Manager	\$69.10		\$4.02					

Note 1: DOL-WD #2005-2119, Rev. 16, Dated 12/22/2014
State: Florida

Note 2

(b) (4)

and approved as the basis of award for Modification PO-
3-07F-0625X. Lisa Yale - Contracting Officer

5

G&A	Profit	Net GSA Price	IFF	Total GSA Price	Overall Markup
(b) (4)	(4)		0.75%		(b) (4)
		\$41.64	\$0.31	\$41.96	
		\$24.88	\$0.19	\$25.06	
		\$37.63	\$0.28	\$37.91	
		\$59.38	\$0.45	\$59.82	
		\$65.23	\$0.49	\$65.72	
		\$41.64	\$0.31	\$41.96	
		\$54.07	\$0.41	\$54.48	
		\$63.11	\$0.47	\$63.58	
		\$74.36	\$0.56	\$74.92	
		\$124.33	\$0.93	\$125.27	
		\$46.86	\$0.35	\$47.22	
		\$27.58	\$0.21	\$27.79	
		\$42.25	\$0.32	\$42.57	
		\$67.26	\$0.50	\$67.76	
		\$73.99	\$0.55	\$74.54	
		\$46.86	\$0.35	\$47.22	
		\$61.16	\$0.46	\$61.62	
		\$71.55	\$0.54	\$72.09	
		\$84.49	\$0.63	\$85.13	
		\$141.96	\$1.06	\$143.02	
		\$52.08	\$0.39	\$52.48	
		\$30.29	\$0.23	\$30.52	
		\$46.87	\$0.35	\$47.22	
		\$75.14	\$0.56	\$75.70	
		\$82.74	\$0.62	\$83.37	
		\$52.08	\$0.39	\$52.48	
		\$68.24	\$0.51	\$68.76	
		\$79.99	\$0.60	\$80.59	
		\$94.62	\$0.71	\$95.33	
		\$159.58	\$1.20	\$160.78	

The COGAR Group, Ltd.
 GSA Schedule 84 Contract #GS-07F-0625X
 Wage Rate Calculation - South Florida
 DOL-WD #CBA-2015-7419, Rev. 0, Dated 01/22/2015

Code	Title	Base Wage Rate	Clearance Premium	H&W	Shift Differential I	Key West Premium	Wage + H&W	Payroll Cost
								(b) (4)
27000	Protective Services Personnel with		(b) (4)	Availability				
27102	Guard II	\$20.15		\$4.20	(b) (4)			
	Supervisor	\$26.20		\$4.20	(b) (4)			
	Program Manager	\$45.58		\$4.20	(b) (4)			
27000	Protective Services Personnel with			Security clear				
27102	Guard II	\$20.15	(b) (4)	\$4.20	(b) (4)			
	Supervisor	\$26.20		\$4.20				
	Program Manager	\$45.58		\$4.20				
27000	Protective Services Personnel with			ret/SCI Sec				
27102	Guard II	\$20.15	(b) (4)	\$4.20	(b) (4)			
	Supervisor	\$26.20		\$4.20				
	Program Manager	\$45.58		\$4.20				

Note 1: DOL-WD #CBA-2015-7419, Rev. 0, Dated 01/22/2015
 State: Florida
 Area: Florida County of Dade

Note 2:

(b) (4)

Accepted and approved as the basis of award for
Modification PO-0006 to GS-07F-0625X. Lisa Yale -
Contracting Officer 05/01/2015

Holiday Pay	Vacation Pay	Sick Days	Bereavement	Jury Duty	Overhead	G&A	Profit	Net GSA Price	IFF	Total GSA Price
(b) (4)									0.75%	
								\$44.91	\$0.34	\$45.25
								\$53.12	\$0.40	\$53.51
								\$86.99	\$0.65	\$87.64
								\$50.19	\$0.38	\$50.57
								\$59.98	\$0.45	\$60.43
								\$98.94	\$0.74	\$99.68
								\$55.47	\$0.42	\$55.89
								\$66.85	\$0.50	\$67.35
								\$110.88	\$0.83	\$111.72

Overall
Markup

(b) (4)

State of Florida
Department of State

(b) (4)

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Tenth day of June, 2015*



(b) (6)

Secretary of State

(b) (4)



Lisa Yale - 7QSABB <lisa.yale@gsa.gov>

Mod PO-0006 to GS-07F-0625X The Cogar Group, Ltd

1 message

(b) (4)

Wed, Jun 10, 2015 at 2:57 PM

To: Lisa Yale - 7QSABB <lisa.yale@gsa.gov>

Cc: James Garcia <jgarcia@thecogargroup.com>, **(b) (4)****(b) (4)**

Good Afternoon Ms. Yale,

(b) (4)

From: Lisa Yale - 7QSABB [mailto:lisa.yale@gsa.gov]

Sent: Wednesday, June 10, 2015 1:34 PM

(b) (4)

Subject: Re: Mod PO-0006 to GS-07F-0625X The Cogar Group, Ltd

(b) (4)

(b) (4)

From: Lisa Yale - 7QSABB [mailto:lisa.yale@gsa.gov]

Sent: Thursday, May 07, 2015 3:43 PM

(b) (4)

Subject: Mod PO-0006 to GS-07F-0625X The Cogar Group, Ltd

(b) (4)

Lisa Yale
Contracting Officer (7QSABB-L4)
Greater Southwest Acquisition Center
Law Enforcement and Security Branch

819 Taylor Street, Room 7A37
Fort Worth, TX 76102
Phone: (817) 850-8141

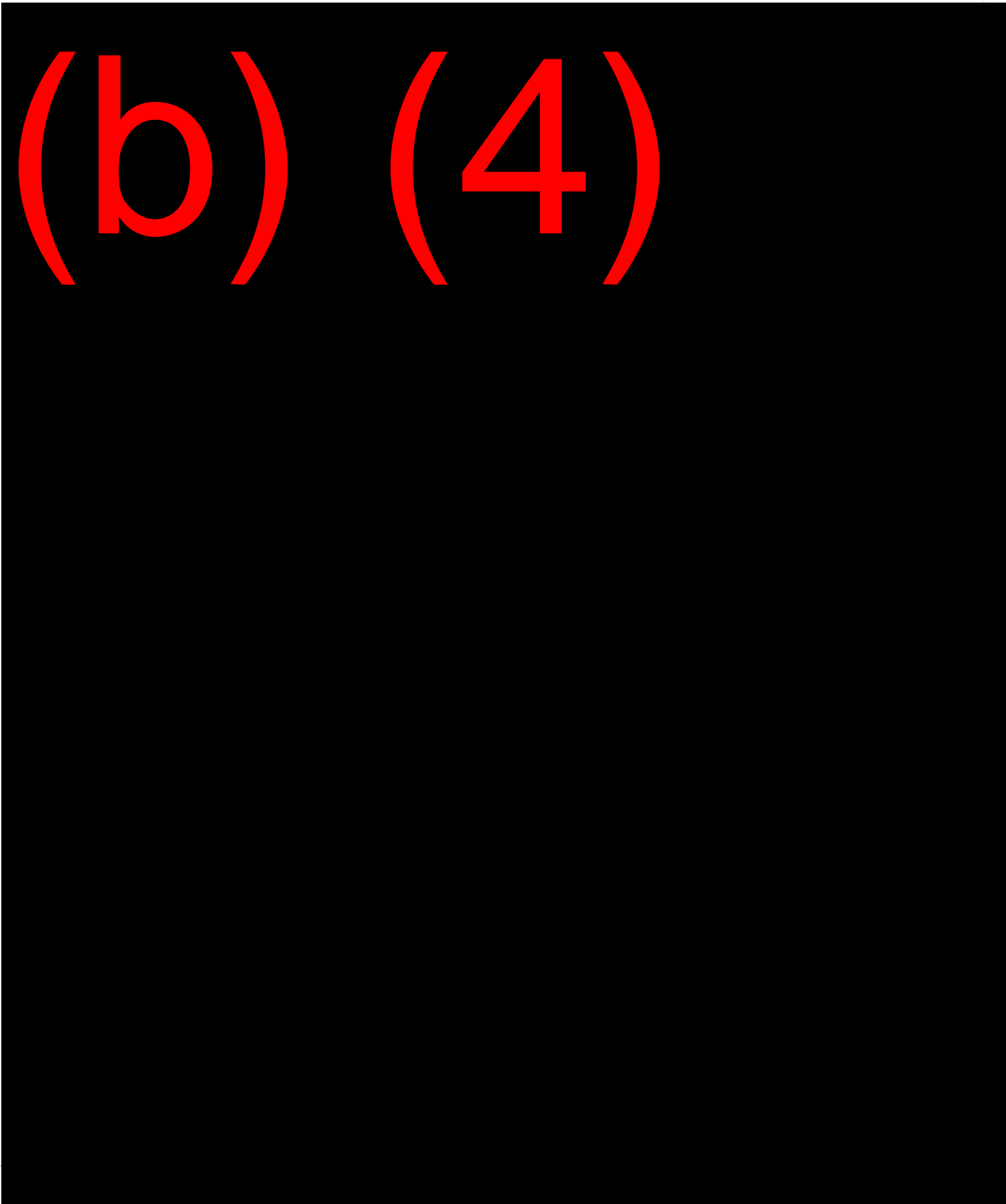
E-mail: lisa.yale@gsa.gov

You can access the most recent Modification Package and other Post Award documents from Schedule 84 at <http://www.gsa.gov/portal/content/213721>

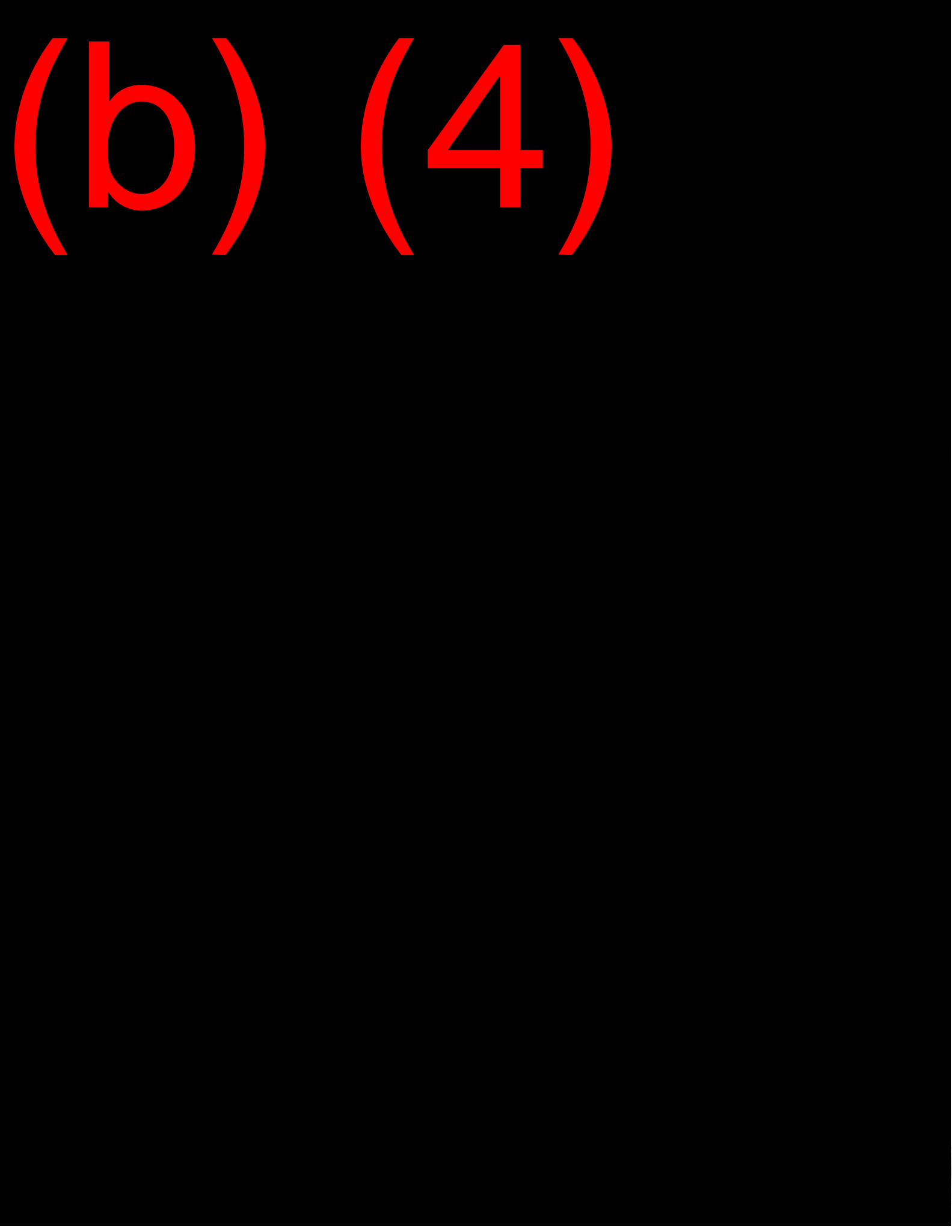
(b) (4)

APPLICATION FOR
CLASS "A", "B", or "R" AGENCY LICENSE ► PART TWO

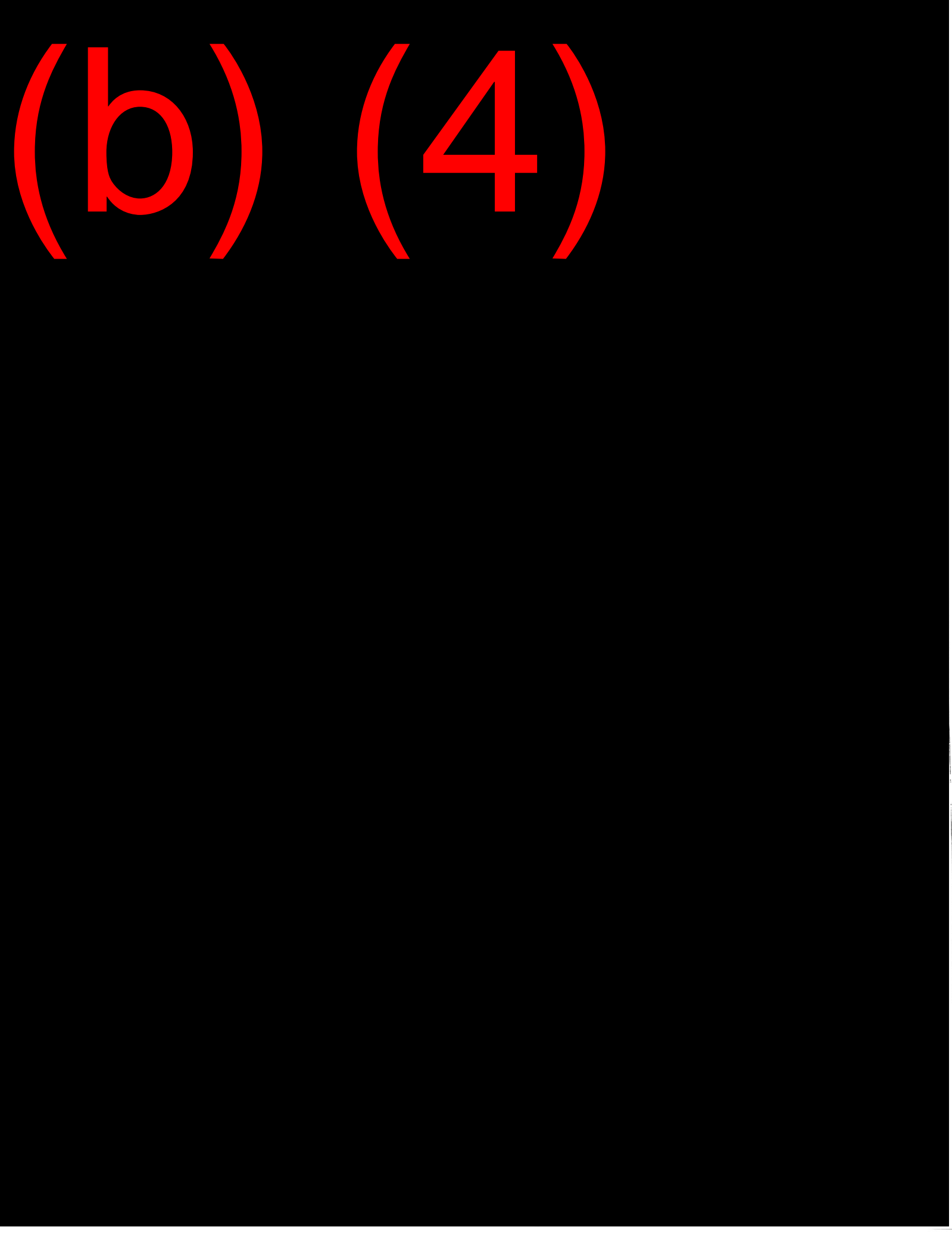
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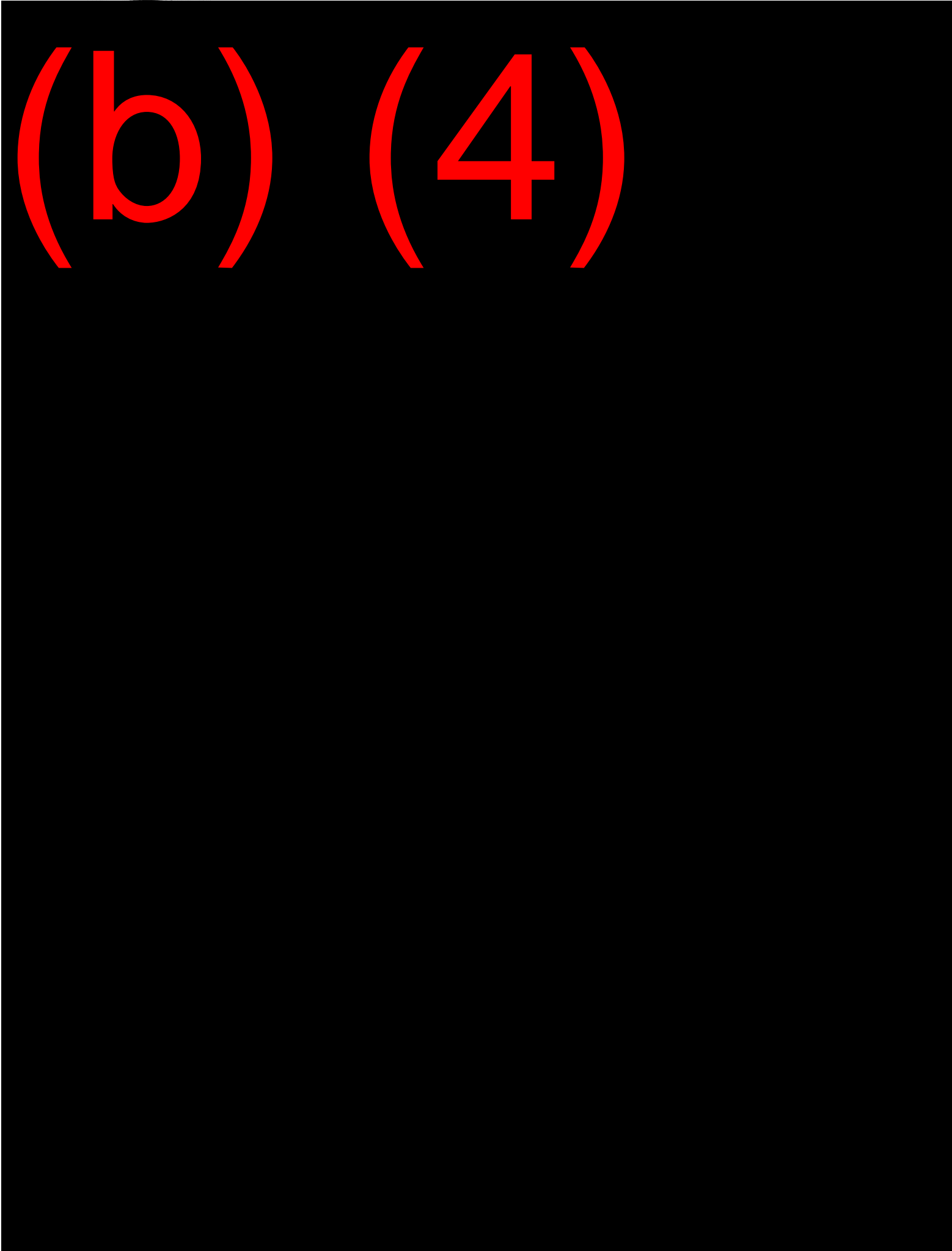
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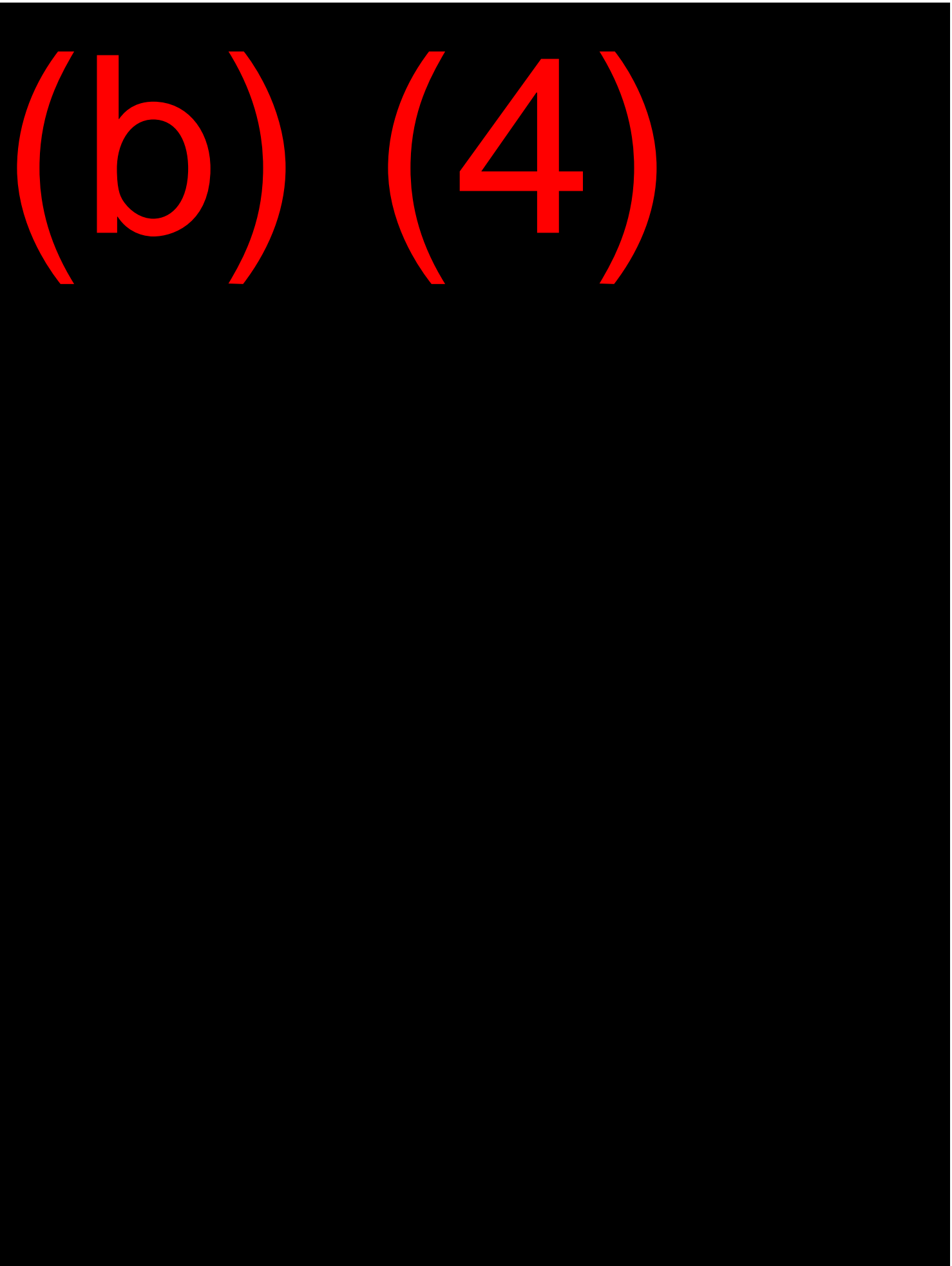
(b) (4)



(b) (4)

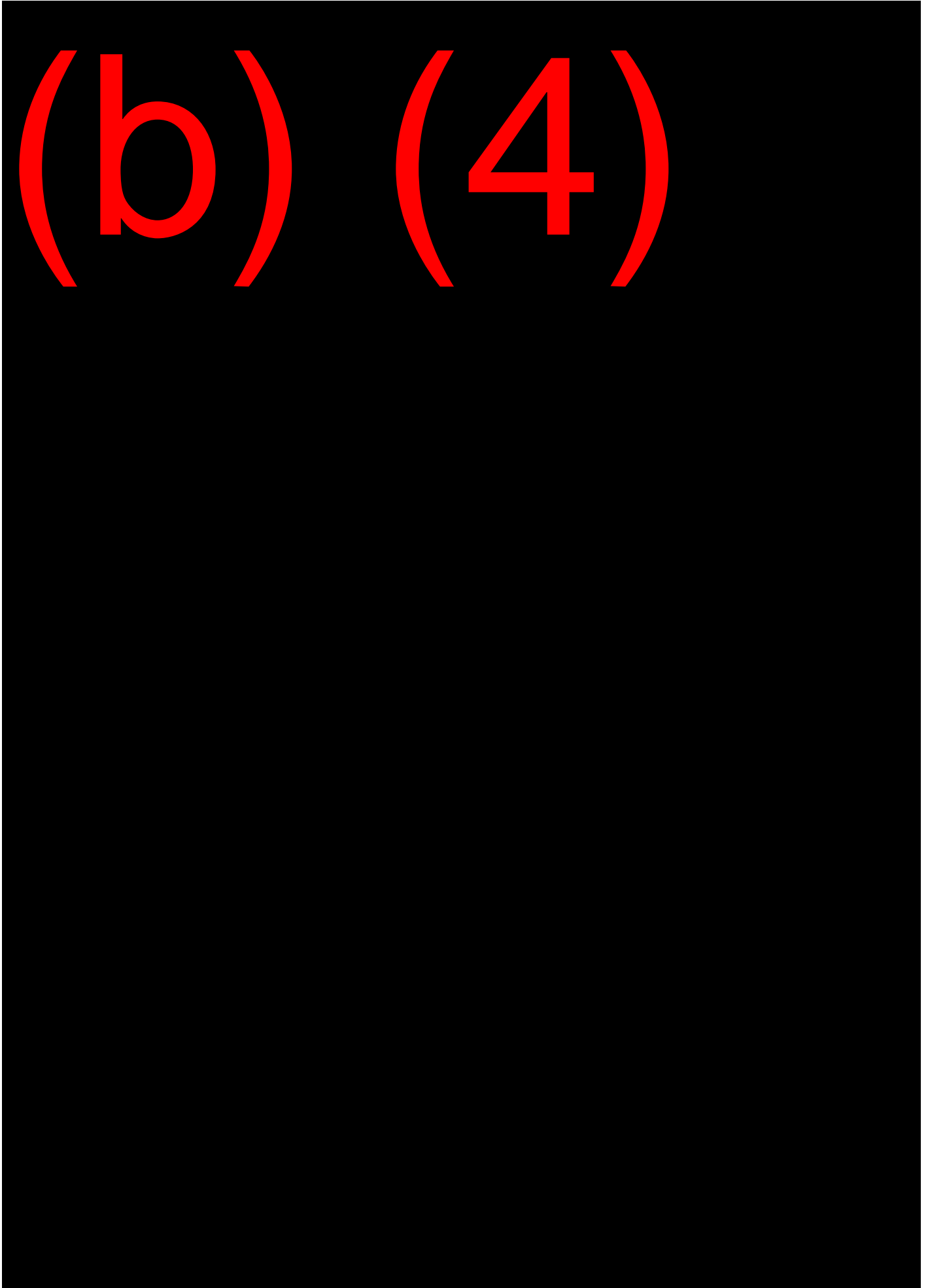


(b) (4)

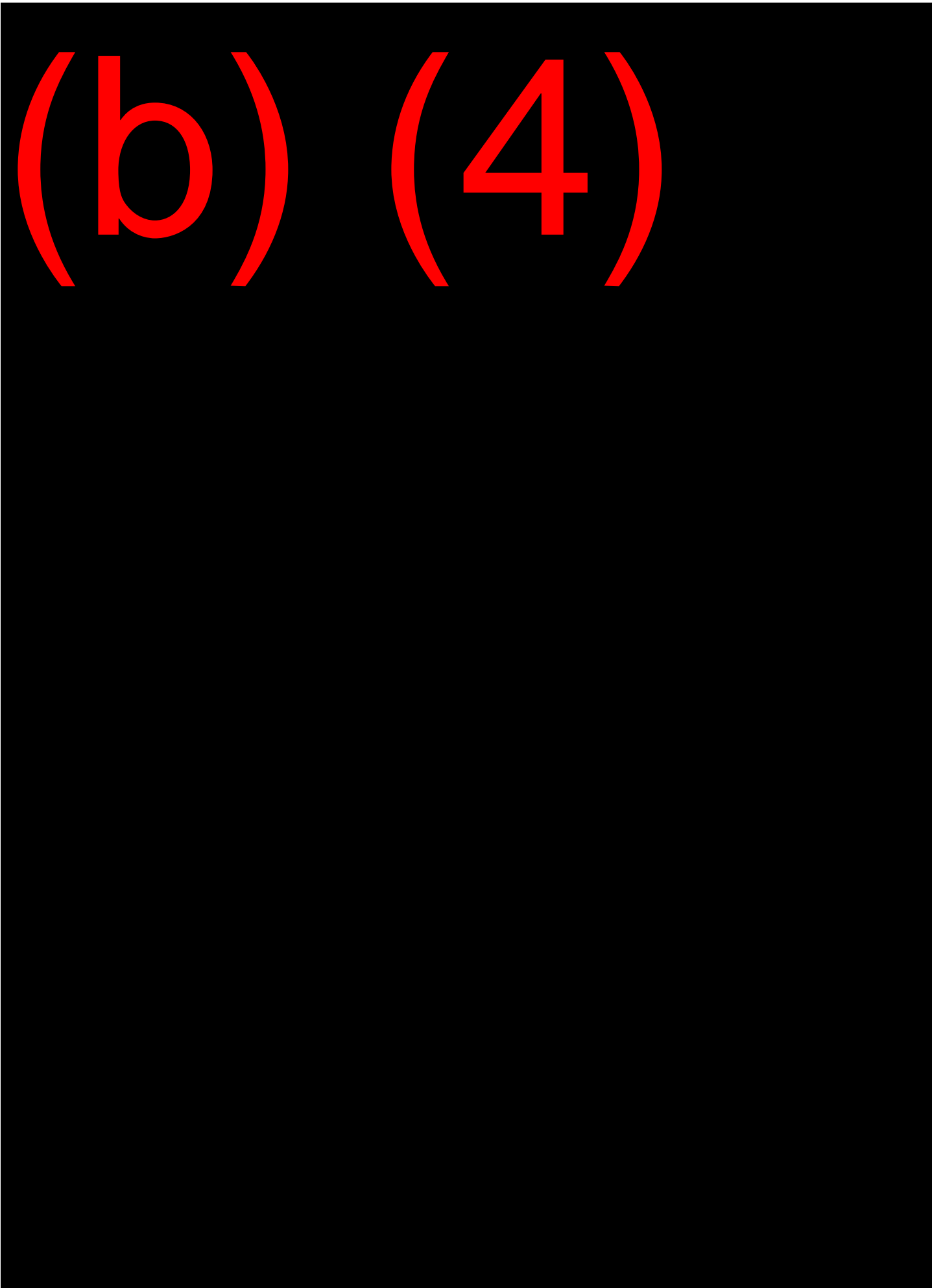


(b) (4)

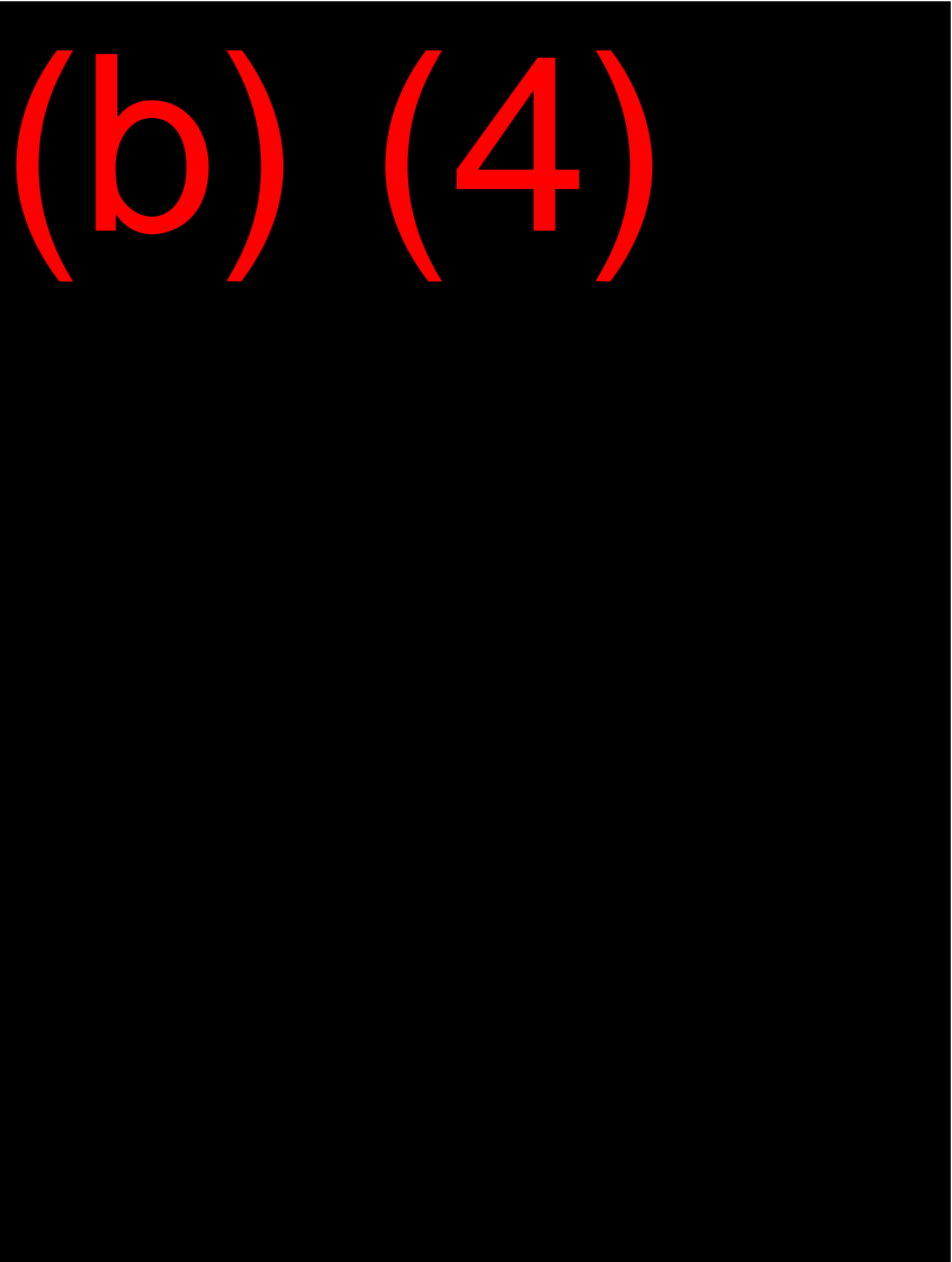
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(b) (4)

SAM | System for Award Management 1.0

IBM v1.P.27.20150327-1711

WWW4

Note to all Users: This is a Federal Government computer system. Use of this system constitutes consent to monitoring at all times.





Adam H. Putnam
Commissioner

Florida Department of Agriculture and Consumer Services

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Public Access System

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Number

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Status

APPLICATION
APPROVED

Physical Address

45 OLIVE DRIVE
HIALEAH FL 33010
(703) 942-8118

Mailing Address

6059B ARLINGTON BLVD
FALLS CHURCH VA 22044

Principals

GARCIA, JAMES III
PRESIDENT

COMMERCIAL JOB TITELS

Guard Level I (with no security clearance)

Minimum/General Experience: Minimum three (3) years of experience in an industrial security specialty to include such areas as Security Dispatcher/Coordinator, Badge and Pass Operations, or other personnel security areas. Must present a positive and courteous image, superior communications skills and the ability to communicate diplomatically and effectively.

Functional Responsibility: Responsible for detecting, appropriately responding to, and providing accurate, complete, and timely written and oral reports and notifications of unauthorized activities, emergency events, safety conditions, and other security anomalies within the Government facility area, to include entry and egress to and from Government facilities. The methods used to detect events shall include, but not be limited to, stationary and roving posts and patrols, conducting inspections of hand-carried and delivered items and vehicles, conducting visual examinations of badges and comparing the badges with the person wearing the badge, and conducting periodic badge and equipment inventories. Controlling, identifying, accounting for, and properly escorting domestic and foreign visitor personnel, to include verification of citizenship and identity, receiving, processing, sending, and filing visitor clearances and related material, and entering required information into appropriate databases and files in a timely, accurate, and complete manner. Understanding and complying with all Department of Defense Force Protection Conditions, agency security policies and procedures, contract specific guidance, to include agency specific orders/instructions, and State.

Minimum Education: A high school diploma.

Guard Level II (with no security clearance)

Minimum/General Experience: Minimum five (5) years of experience in an industrial security specialty to include such areas as Security Dispatcher/Coordinator, Badge and Pass Operations, or other personnel security areas. Meet standard basic Security Guard training to meet agency and State requirements. Individual must present a positive and courteous image, superior communications skills and the ability to communicate diplomatically and effectively.

Functional Responsibility: Responsible for detecting, appropriately responding to, and providing accurate, complete, and timely written and oral reports and notifications of unauthorized activities, emergency events, safety conditions, and other security anomalies within the Government facility area, to include entry and egress to and from Government facilities. The methods used to detect events shall include, but not be limited to, stationary and roving posts and patrols, conducting inspections of hand-carried and delivered items and vehicles, conducting



visual examinations of badges and comparing the badges with the person wearing the badge, and conducting periodic badge and equipment inventories. Controlling, identifying, accounting for, and properly escorting domestic and foreign visitor personnel, to include verification of citizenship and identity, receiving, processing, sending, and filing visitor clearances and related material, and entering required information into appropriate databases and files in a timely, accurate, and complete manner. Understanding and complying with all Department of Defense Force Protection Conditions, agency security policies and procedures, contract specific guidance, to include agency specific orders/instructions, and State.

Minimum Education: A high school diploma.

Police Officer I (with no security clearance)

Minimum/General Experience: Have a minimum of 12 months continuous work experience as a full-time police officer (not including Police Academy and Field Training), including successful completion of the probationary period. • Must be able to provide Academy curriculum and training records of all law enforcement-related training, and copies of performance evaluations.

Functional Responsibility: Provides essential law enforcement and public safety services to the community. Enforces criminal laws, traffic regulations and maintains public order. Patrols designated area utilizing police vehicle. Conducts criminal and vehicle accident investigations; makes arrests and testifies in court. Performs related work as required. Position requires working a rotating shift schedule.

Minimum Education: Graduation from high school. U.S. citizenship required.

Police Officer II (with no security clearance)

Minimum/General Experience: Have a minimum of five (5) years continuous work experience as a full-time police officer (not including Police Academy and Field Training), including successful completion of the probationary period. • Must be able to provide Academy curriculum and training records of all law enforcement-related training, and copies of performance evaluations.

Functional Responsibility: Provides essential law enforcement and public safety services to the community. Enforces criminal laws, traffic regulations and maintains public order. Patrols designated area utilizing police vehicle. Conducts criminal and vehicle accident investigations; makes arrests and testifies in court. Performs related work as required. Position requires working a rotating shift schedule.

Minimum Education: Graduation from high school. U.S. citizenship required.



Guard Level I (with security clearance)

Minimum/General Experience: Minimum three (3) years of experience in an industrial security specialty to include such areas as Security Dispatcher/Coordinator, Badge and Pass Operations, or other personnel security areas. Must present a positive and courteous image, superior communications skills and the ability to communicate diplomatically and effectively. Must be able to obtain and maintain a security clearance.

Functional Responsibility: Responsible for detecting, appropriately responding to, and providing accurate, complete, and timely written and oral reports and notifications of unauthorized activities, emergency events, safety conditions, and other security anomalies within the Government facility area, to include entry and egress to and from Government facilities. The methods used to detect events shall include, but not be limited to, stationary and roving posts and patrols, conducting inspections of hand-carried and delivered items and vehicles, conducting visual examinations of badges and comparing the badges with the person wearing the badge, and conducting periodic badge and equipment inventories. Controlling, identifying, accounting for, and properly escorting domestic and foreign visitor personnel, to include verification of citizenship and identity, receiving, processing, sending, and filing visitor clearances and related material, and entering required information into appropriate databases and files in a timely, accurate, and complete manner. Understanding and complying with all Department of Defense Force Protection Conditions, agency security policies and procedures, contract specific guidance, to include agency specific orders/instructions, and State.

Minimum Education: A high school diploma.

Guard Level II (with security clearance)

Minimum/General Experience: Minimum five (5) years of experience in an industrial security specialty to include such areas as Security Dispatcher/Coordinator, Badge and Pass Operations, or other personnel security areas. Meet standard basic Security Guard training to meet agency and State requirements. Individual must present a positive and courteous image, superior communications skills and the ability to communicate diplomatically and effectively. Be able to obtain and maintain a security clearance.

Functional Responsibility: Responsible for detecting, appropriately responding to, and providing accurate, complete, and timely written and oral reports and notifications of unauthorized activities, emergency events, safety conditions, and other security anomalies within the Government facility area, to include entry and egress to and from Government facilities. The methods used to detect events shall include, but not be limited to, stationary and roving posts and patrols, conducting inspections of hand-carried and delivered items and vehicles, conducting



visual examinations of badges and comparing the badges with the person wearing the badge, and conducting periodic badge and equipment inventories. Controlling, identifying, accounting for, and properly escorting domestic and foreign visitor personnel, to include verification of citizenship and identity, receiving, processing, sending, and filing visitor clearances and related material, and entering required information into appropriate databases and files in a timely, accurate, and complete manner. Understanding and complying with all Department of Defense Force Protection Conditions, agency security policies and procedures, contract specific guidance, to include agency specific orders/instructions, and State.

Minimum Education: A high school diploma.

Security Specialist I (with security clearance)

Minimum/General Experience: Minimum of three years experience within one or more of the standard U.S. Government security fields (e.g.; technical, physical (to include locks and security containers), information, personnel, operational or signal security; counterintelligence; antiterrorism; counterterrorism; counterdrug; computer security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs). Requires subject matter

expertise and hands-on experience in one or more security disciplines and experience implementing complex government security programs and policies. Requires good writing and communication skills.

Functional Responsibility: Perform security services in one or more of the specialized security areas, applying incident management, problem solving, task performance and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provide research and technical support to projects, producing solutions and documentation. Monitor project tasks and schedules.

Minimum Education: A high school diploma or an equivalent.

Security Specialist II (with security clearance)

Minimum/General Experience: Minimum of four years experience within one or more of the standard U.S. Government security fields (e.g.; technical, physical (to include locks and security containers), information, personnel, operational or signal security; counterintelligence; antiterrorism; counterterrorism; counter-drug; computer security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs). Requires subject matter expertise and hands-on experience in one or more security disciplines and experience



establishing and implementing complex government security programs and policies. Requires good writing and communication skills.

Functional Responsibility: Perform and or manage security services in one or more of the specialized security areas, applying incident management, problem solving, task management and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provide analytical, research and technical support to projects, producing solutions and documentation. Develop and monitor project tasks and schedules. Manage projects and supervise other security specialists.

Minimum Education: An Associate's Degree or an equivalent combination of formal education, experience (four years directly related experience), professional training and certifications.

Security Specialist III (with security clearance)

Minimum/General Experience: Minimum of eight years experience within one or more of the standard U.S. Government security fields (e.g.; technical, physical (to include locks and security containers), information, personnel, international, operational or signal security, communications security; counterintelligence; antiterrorism; counterterrorism; counterdrug; computer security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs). Requires subject matter expertise and hands-on experience in one or more security disciplines and experience establishing and implementing complex government security programs and policies. Requires solid writing and communication skills.

Functional Responsibility: Perform and or manage security services in one or more of the specialized security areas, applying incident management, problem solving, task management and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provide analytical, research and technical support to projects, producing solutions and documentation. Develop and monitor project tasks and schedules. Manage projects and supervise other security specialists.

Minimum Education: A Bachelor's Degree or an equivalent combination of formal education, experience (eight years directly related experience), professional training and certifications.



Program Manager (with security clearance)

Minimum/General Experience: Minimum of eight years general experience, of which at least four years must be specialized. Specialized experience includes: project development, management and control of funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of varying complexities. General experience includes increasing responsibilities within the discipline and/or management.

Functional Responsibility: Serves as the Contractor's single contract manager, and shall be the Contractor's authorized interface with the Government Contracting Officer (CO), the Contracting Officer's Representative (COR), government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards; assigning Contractor schedules; reviewing work discrepancies; supervising Contractor personnel; assisting in task performance; preparing, reviewing and submitting required reports and communicating policies, purpose and goals of the organization to subordinates. Shall be responsible for the overall contract performance and quality assurance.

Minimum Education: A Bachelor's Degree in discipline related to the nature of the contract work or in business related field. A Master's Degree may be substituted for four years of general experience. With twelve years of general experience, of which at least eight years is specialized, a Degree is not required.



WD 05-2111 (Rev.-16) was first posted on www.wdol.gov on 12/30/2014

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2111
Revision No.: 16
Date Of Revision: 12/22/2014

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		12.67
01090 - Duplicating Machine Operator		12.67
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		12.39
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		17.90
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.00
01280 - Receptionist		13.44
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		15.35
01410 - Supply Technician		23.21
01420 - Survey Worker		18.82

01531 - Travel Clerk I	12.57
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.33
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.74
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.60
05400 - Transmission Repair Specialist	17.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.08
07042 - Cook II	12.90
07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	15.29
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32

12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	13.95
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.87
12235 - Optical Dispenser	17.57
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.81
12280 - Phlebotomist	14.87
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.04
12315 - Registered Nurse III, Anesthetist	36.04
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	19.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	23.54
13013 - Exhibits Specialist III	28.80
13041 - Illustrator I	20.64
13042 - Illustrator II	25.57
13043 - Illustrator III	30.22
13047 - Librarian	30.39
13050 - Library Aide/Clerk	12.37
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	16.53
13061 - Media Specialist I	16.17
13062 - Media Specialist II	18.41
13063 - Media Specialist III	20.54
13071 - Photographer I	15.46
13072 - Photographer II	17.30
13073 - Photographer III	21.43
13074 - Photographer IV	26.21
13075 - Photographer V	31.70
13110 - Video Teleconference Technician	16.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.41
14042 - Computer Operator II	18.36
14043 - Computer Operator III	20.47
14044 - Computer Operator IV	22.75
14045 - Computer Operator V	25.19
14071 - Computer Programmer I	(see 1) 22.63
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.41
14160 - Personal Computer Support Technician	22.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48
15020 - Aircrew Training Devices Instructor (Rated)	38.08
15030 - Air Crew Training Devices Instructor (Pilot)	41.70

15050 - Computer Based Training Specialist / Instructor	31.48
15060 - Educational Technologist	26.06
15070 - Flight Instructor (Pilot)	41.70
15080 - Graphic Artist	23.71
15090 - Technical Instructor	21.38
15095 - Technical Instructor/Course Developer	26.16
15110 - Test Proctor	17.26
15120 - Tutor	17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.62
16030 - Counter Attendant	9.62
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.62
16090 - Presser, Hand	9.62
16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	12.52
16220 - Tailor	13.18
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.51
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	19.02
21040 - Material Expediter	19.02
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.45
21150 - Stock Clerk	14.43
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.31
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.60
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.51
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.04
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	18.65
23312 - Fuel Distribution System Operator	13.82
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80

23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94
23440 - Heavy Equipment Operator	19.18
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	17.22
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.74
23593 - Metrology Technician III	23.86
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	23.36
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	20.79
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	14.45
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	10.61
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Equipment Worker	9.40
28210 - Gate Attendant/Gate Tender	14.63
28310 - Lifeguard	13.49
28350 - Park Attendant (Aide)	16.39
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	19.57
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	17.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.65
29020 - Hatch Tender	21.65
29030 - Line Handler	21.65
29041 - Stevedore I	20.86
29042 - Stevedore II	24.35
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.74
30021 - Archeological Technician I	15.98
30022 - Archeological Technician II	18.25
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	23.88
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	18.79
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	29.22
30085 - Engineering Technician V	35.73
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	20.88
30210 - Laboratory Technician	18.62
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	17.91
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.14
30364 - Paralegal/Legal Assistant IV	32.83
30390 - Photo-Optics Technician	25.86
30461 - Technical Writer I	23.25
30462 - Technical Writer II	28.46
30463 - Technical Writer III	32.87
30491 - Unexploded Ordnance (UXO) Technician I	24.06
30492 - Unexploded Ordnance (UXO) Technician II	29.10
30493 - Unexploded Ordnance (UXO) Technician III	34.89
30494 - Unexploded (UXO) Safety Escort	24.06
30495 - Unexploded (UXO) Sweep Personnel	24.06
30620 - Weather Observer, Combined Upper Air Or (see 2)	23.28
Surface Programs	
30621 - Weather Observer, Senior (see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.78
31030 - Bus Driver	14.86
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	9.46
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	11.02

31361 - Truckdriver, Light	16.45
31362 - Truckdriver, Medium	17.99
31363 - Truckdriver, Heavy	19.54
31364 - Truckdriver, Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99030 - Cashier	9.31
99050 - Desk Clerk	10.67
99095 - Embalmer	21.54
99251 - Laboratory Animal Caretaker I	10.75
99252 - Laboratory Animal Caretaker II	11.86
99310 - Mortician	24.52
99410 - Pest Controller	14.26
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.31
99711 - Recycling Specialist	19.30
99730 - Refuse Collector	13.33
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.80
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	11.12
99832 - Surveying Technician	16.78
99840 - Vending Machine Attendant	11.67
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2119 (Rev.-16) was first posted on www.wdol.gov on 12/30/2014

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2119
Revision No.: 16
Date Of Revision: 12/22/2014

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Collier, Dade, Monroe

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.24
01013 - Accounting Clerk III		18.17
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		16.82
01070 - Document Preparation Clerk		12.67
01090 - Duplicating Machine Operator		12.67
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		12.39
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		18.07
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.00
01280 - Receptionist		13.44
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		14.66
01410 - Supply Technician		23.21
01420 - Survey Worker		18.82
01531 - Travel Clerk I		12.57

01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.33
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.44
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.34
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	17.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.08
07042 - Cook II	12.90
07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	7.71
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	14.13
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	15.38

12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	14.69
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.53
12235 - Optical Dispenser	17.57
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.84
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.61
12315 - Registered Nurse III, Anesthetist	36.61
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	19.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.01
13012 - Exhibits Specialist II	23.54
13013 - Exhibits Specialist III	28.80
13041 - Illustrator I	20.64
13042 - Illustrator II	25.57
13043 - Illustrator III	31.27
13047 - Librarian	31.86
13050 - Library Aide/Clerk	12.37
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	16.53
13061 - Media Specialist I	16.17
13062 - Media Specialist II	18.41
13063 - Media Specialist III	20.54
13071 - Photographer I	15.54
13072 - Photographer II	17.83
13073 - Photographer III	21.43
13074 - Photographer IV	27.00
13075 - Photographer V	32.66
13110 - Video Teleconference Technician	16.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.41
14042 - Computer Operator II	18.36
14043 - Computer Operator III	20.47
14044 - Computer Operator IV	22.75
14045 - Computer Operator V	25.19
14071 - Computer Programmer I	(see 1) 22.76
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.41
14160 - Personal Computer Support Technician	22.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48
15020 - Aircrew Training Devices Instructor (Rated)	38.08
15030 - Air Crew Training Devices Instructor (Pilot)	42.90
15050 - Computer Based Training Specialist / Instructor	31.48

15060 - Educational Technologist	26.06
15070 - Flight Instructor (Pilot)	42.90
15080 - Graphic Artist	25.96
15090 - Technical Instructor	21.38
15095 - Technical Instructor/Course Developer	26.16
15110 - Test Proctor	17.26
15120 - Tutor	17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.62
16030 - Counter Attendant	9.62
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.62
16090 - Presser, Hand	9.62
16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	12.52
16220 - Tailor	13.18
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.51
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	19.02
21040 - Material Expediter	19.02
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.45
21150 - Stock Clerk	14.43
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.31
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	23.32
23183 - Electronics Technician Maintenance III	25.75
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.83
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	20.59
23312 - Fuel Distribution System Operator	15.49
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33

23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94
23440 - Heavy Equipment Operator	18.20
23460 - Instrument Mechanic	18.69
23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.11
23591 - Metrology Technician I	18.69
23592 - Metrology Technician II	19.89
23593 - Metrology Technician III	21.08
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.16
23931 - Telecommunications Mechanic I	23.92
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	21.16
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.81
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	14.45
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.90
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	10.61
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Equipment Worker	9.40
28210 - Gate Attendant/Gate Tender	14.63
28310 - Lifeguard	13.49
28350 - Park Attendant (Aide)	16.39
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	20.30
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	19.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.76
29020 - Hatch Tender	22.76
29030 - Line Handler	22.76
29041 - Stevedore I	20.86
29042 - Stevedore II	24.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.74
30021 - Archeological Technician I	15.98
30022 - Archeological Technician II	18.25
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	24.73
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	17.93
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	27.90
30085 - Engineering Technician V	34.13
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	19.85
30210 - Laboratory Technician	18.62
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	17.91
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.14
30364 - Paralegal/Legal Assistant IV	32.83
30390 - Photo-Optics Technician	25.86
30461 - Technical Writer I	23.25
30462 - Technical Writer II	28.46
30463 - Technical Writer III	31.36
30491 - Unexploded Ordnance (UXO) Technician I	24.06
30492 - Unexploded Ordnance (UXO) Technician II	29.10
30493 - Unexploded Ordnance (UXO) Technician III	34.89
30494 - Unexploded (UXO) Safety Escort	24.06
30495 - Unexploded (UXO) Sweep Personnel	24.06
30620 - Weather Observer, Combined Upper Air Or (see 2)	23.28
Surface Programs	
30621 - Weather Observer, Senior (see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.78
31030 - Bus Driver	15.04
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	9.46
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	10.67
31361 - Truckdriver, Light	16.45

31362 - Truckdriver, Medium	17.99
31363 - Truckdriver, Heavy	19.54
31364 - Truckdriver, Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99030 - Cashier	9.31
99050 - Desk Clerk	10.67
99095 - Embalmer	22.48
99251 - Laboratory Animal Caretaker I	10.75
99252 - Laboratory Animal Caretaker II	11.86
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99830 - Survey Party Chief	18.80
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99832 - Surveying Technician	16.78
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99841 - Vending Machine Repairer	16.68
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HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: CBA-2015-7419 Revision No.: 0 Date Of Last Revision: 1/22/2015
Diane Koplewski Director	Division of Wage Determinations
<hr/>	
State: Florida	
 Area: Dade	

Employed on Federal Protective Service contract for Protective Security Officer Services.

Collective Bargaining Agreement between contractor: Alutiiq 3SG, LLC, and union: The United Government Security Officers of America International Local 270, effective 11/1/2014 through 10/31/2017.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**ALUTIIQ 3SG, LLC
AND
CHAMPIONSHIP ENTERPRISES, INC.**

**AND
THE UNITED GOVERNMENT SECURITY
OFFICERS OF AMERICA INTERNATIONAL
UNION
And UGSOA LOCAL #270**

November 1, 2014 to October 31, 2017

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AGREEMENT

This Agreement is entered into this November 1, 2014 Between Alutiiq 3SG, LLC and Championship Enterprises, Inc. (hereinafter referred to as "The Employer" or "The Company"), and the United Government Security Officers of America, International Union and UGSOA Local #270.

Article 1: Purpose

- 1.1 The purpose of this agreement is to establish and maintain harmonious collective bargaining relations between the Employer and the Union, to provide for the peaceful adjustment of any differences which may arise between them and to set forth the basic agreement between the parties covering rates of pay, wages, benefits, hours of work and other conditions of employment.
- 1.2 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Article 2: Recognition

- 2.1 The Employer recognizes the Union as the exclusive representative of all full-time and regular part-time non-supervisory officers employed by the Company on the Federal Protective Services Contract #HSCEE4-09-D-00002, for the purpose of collective bargaining in respect to rates of pay wages, benefits, hours of employment and other conditions of employment in the bargaining unit(s) for which the Union is currently certified by the National Labor Relations Board Case 12-RC-9238 or may be recognized by the Employer in the future.
- 2.2 For purpose of this Agreement the term "officer" shall include and be limited to only those individuals for whom the Union has been certified by the NLRB.
The term officer shall not include categories of officers expressly excluded by the NLRB unit definition.

The term "officer" shall include any member of the unit who is regularly scheduled to work ten (10) or more hours per month at any represented facility. Except as otherwise authorized by this Agreement, Employer personnel not represented by the Union shall not perform work traditionally performed by the bargaining unit if such assignment would result in the failure to replace departed unit officers, layoff of an officer or reduction in the regular straight time work opportunity of a full time bargaining unit officer in any week.
- 2.3 Managerial and salaried employees shall not perform the duties in the bargaining unit except in an emergency. Non-bargaining unit supervisory officers will not perform bargaining unit work except in the case of rest break relief, meal breaks in an emergency, short durations, to conduct training, emergency, instruction or when necessary to cover an "open shift" until a bargaining unit employee can be found who is available to cover the balance of the shift.

Article 3: Management Rights

3.1 Management of the business and the direction of the security force is exclusively the right of management. To maintain an effective working relationship with the Union, when the Company and/or the Government plans, authorizes, and/or initiates changes to the Statement of Work (SOW) and/or established procedures, the Contract Manager or the Assistant Contract Manager will notify the Union. Local management will be available to meet with the Union to discuss the changes. Management rights include but are not limited to the right to:

- (a) Hire;
- (b) Determine the number, location and types of security posts;
- (c) Direct the working forces and manage the business;
- (d) Assign work;
- (e) Discontinue temporarily or permanently any posts;
- (f) Promote;
- (g) Demote, transfer, discharge, discipline or suspend for just cause or at customer's request. Every effort will be made to get customer to include the reason in writing or company will send a written communication to client paraphrasing conversation;
- (h) Maintain order and efficiency of operations;
- (i) Determine the number of shifts and the starting and quitting times of each shift;
- (j) Require officers to observe reasonable Company and client rules and regulations as are presently in effect or which may be adopted in the future;
- (k) Decide which supplies or equipment to be used;
- (l) Determine the size of the workforce, including the number of officers assigned to any particular shift;
- (m) Determine when overtime should be worked;
- (n) Subcontract bargaining unit work provided the subcontractor agrees to comply with the terms of this Agreement;
- (o) Change or modify policies and procedures which are not inconsistent with the specific provisions of this Agreement after providing notice to the Union and upon request, discuss the adverse effects on any employees;
- (p) Establish and change position qualifications and duties.

3.2 The above rights of management are not all-inclusive but indicate the type of matters or rights that belong to and are inherent to management. Any of the rights, power or authority the Employer had prior to the signing of this Agreement are retained by the Employer except those specifically abridged or modified by this Agreement and any supplemental agreements that may hereafter be made. Employer's failure to exercise any function reserved to it shall not be deemed a waiver of any such right.

Article 4: Discrimination

4.1 It is the policy of the Employer and the UGSOA that the provisions of this Agreement be applied to all officers covered by this Agreement without regard to race, color, religion, age, sex, national origin, veteran's status or disability or other status protected by applicable federal, state, or local law or regulation.

- 4.2 Wherever in this Agreement gender pronoun or the singular or plural form of a gender is used, it is understood that such references are meant to have equal application to all officers covered by this Agreement, male or female.
- 4.3 This Agreement shall not be a barrier to the Employer offering a reasonable accommodation to any qualified officer or applicant with a disability, provided that, in the event the Employer extends such accommodation in any manner that conflicts with the terms of this Agreement, the Union shall be provided advance notice and be given the opportunity to explore other alternative accommodations prior to implementation. This does not mean the Employer is required to offer a reasonable accommodation which would violate the terms of this Agreement.
- 4.4 Every applicant must be able to meet and maintain the medical and physical requirements addressed in the current statement of work.
- 4.5 Both the Employers and the Union share a zero tolerance for sexual harassment of fellow employees, guests or employees of the client. Any employee who is found to have sexually harassed a fellow employee, guest or employee of the client will be terminated.

Article 5: Union Representatives

- 5.1 The Union agrees that neither the Union nor any of its members will intimidate or coerce officers in their right to join a labor organization or refrain from such activity.
- 5.2 Except as otherwise provided, Union business shall not be conducted during working time, exclusive of break or lunch time periods, or during work time without the consent of the supervisor. An employee's Weingarten rights shall not be infringed.
- 5.3 For the purpose of adjusting complaints in accordance with Article 7 Grievances, the Union shall be entitled to one (1) Steward and one (1) Alternate Steward per shift in West Palm Beach and Broward County and two (2) Stewards and one (1) Alternate Steward in Miami-Dade County. The Company will not be responsible for scheduling or altering schedules to ensure the aforementioned ratios are maintained. The Local Union may also designate a Chief Steward who may substitute for the Shift Steward at any step. The Alternate shall function only when the Shift Steward is absent from the site or when the Alternate is representing the Shift Steward. No probationary officer may serve as a Shift Steward, Chief Steward or Alternate. The Union is responsible for notifying the Employer in writing as to the individuals officially designated to act as Shift Stewards or Chief Stewards. An officer shall not be permitted to engage in Shift Steward or Chief Steward duties until such notification is received. No officer shall serve as Shift Steward, Chief Steward or Alternate while on lay off or while on leave of absence other than Union leave of absence.
- 5.4 A Shift Steward, in addition to performing regular security duties, shall be permitted to investigate and assist in the settlement and presentation of complaints and grievances in accordance with the grievance and arbitration procedures of this Agreement. The time will be devoted solely to the prompt handling of legitimate complaints and grievances and will not be abused. The Shift Steward will continue to work at their assigned duties at all times except when permitted by their supervisor to leave their work after appropriate arrangements are made to cover the Shift Steward's security responsibilities. It is understood that time spent in the

investigation and presentation of grievances is not compensated for and as such does not count as time worked for overtime purposes.

- 5.5 Any Shift Steward having an individual grievance in connection with his own work may ask for the Alternate or the Chief Steward to represent him and/or her in accordance with the provisions of this Article 5.
- 5.6 The affected officer may request the presence of a Shift Steward at any disciplinary meeting. If requested, the Employee will contact the Union representative. If no representative is available within thirty (30) minutes the meeting will be rescheduled at a time mutually acceptable to the parties. Once a request has been made for Union representation, Management shall suspend further discussion with such officer until arrangements can be made for Union representative or witness participation.

Article 6: Discipline

- 6.1 No employee who has completed the probationary period shall be suspended or discharged without just cause unless the employee is removed from working under the contract by the Federal government, at the order or request of the Federal government, or if the employee's credentials are denied or withdrawn by the Federal government. The Company will provide the Union with a copy of such government order or request, if available. If such government order or request is not available, the Company will inform the Union of the facts giving rise to such order or request.
- 6.2 All suspensions and dismissals of non-probationary employees made solely by the Company (i.e., not due to an action or order of the government) will be subject to the grievance procedures and arbitration clause set forth in this agreement and shall start at Step Three (3).
- 6.3 All reprimands and discharge notices shall be in writing and shall be signed by the Company. Copies of the reprimand or discharge notice shall be given to the employee and the Union, provided that, the failure to provide a copy of the notice does not negate or affect the action taken.
- 6.4 Subject to the foregoing, discipline shall be applied in the following manner:
 - (a) With respect to the first (1st) offense, the employee will be given a documented verbal warning, depending on the severity of the offense, within seven (7) work days after the Company has actual knowledge of the offense. The documented verbal warning shall be placed in the employee's personnel file.
 - (b) With respect to any second (2nd) offense (whether the same or different than any prior offense), depending on the severity of the offense, the employee will be given a verbal or written warning in the Company's discretion within seven (7) work days after the Company has actual knowledge of the offense.
 - (c) With respect to any third (3rd) offense (whether the same or different than any prior offense), depending on the severity of the offense, the employee shall be given a final warning or suspended without pay for a period of up to five (5) days at the sole discretion of the Company. The suspension must

start within seven (7) days (excluding vacations, holidays, leave or other time off by the employee).

- (d) With respect to the fourth (4th) offense (whether the same or different than any prior offense), the employee may be terminated or disciplined, at the sole discretion of the Company.

6.5 Employer recognizes the principles of progressive discipline, accordingly the Employer will use progressive steps (ie. reprimands or warnings, followed by suspension, followed by termination), as it deems appropriate considering the circumstances. Therefore, nothing herein shall require the employer to begin the disciplinary process at any particular level and the employers' right to determine that immediate termination is appropriate in certain situations and is therefore limited by this provision. To assist employees in understanding their responsibilities, two main groupings of offenses have been listed to act as guidelines. The list is NOT ALL-INCLUSIVE, but is meant to illustrate the type of infractions, which could hinder the efficient and effective operation of the contract

SEVERE OFFENSES Violations of any of the following could be considered grounds for immediate dismissal	SECONDARY OFFENSES Violations of any of the following could lead to disciplinary action, depending on the seriousness and the frequency. These offenses could also lead to dismissal.
Assault <ul style="list-style-type: none"> Making or uttering physical or verbal threats 	Absenteeism <ul style="list-style-type: none"> Failure to report for duty or unsatisfactory attendance Three (3) unexcused missed days in a quarter Not notifying the Company of the absence and failing to show up for work (No Call/No Show)
Unethical or improper use of official authority, credentials or equipment	Tardiness <ul style="list-style-type: none"> Repeated failure to report for duty at the scheduled time
Theft or pilferage Arson or Sabotage	Unauthorized use of communications equipment (e.g. telephones, computers, radios) or other government or company property
Willful or careless destruction of property or vandalism	Unreasonable delays or failure to complete job assignments <ul style="list-style-type: none"> Conducting personal business while on duty Refusing to assist someone as required in your post orders
Dishonesty <ul style="list-style-type: none"> Accepting bribes Enabling a person to security stolen property Permitting unauthorized access to a facility or protected materials Lying to a government official or your supervisor 	Failure to follow orders <ul style="list-style-type: none"> Including post orders Special orders or instructions Verbal instructions from your supervisor or the government's contracting officer's representative
Misuse of weapons, whether assigned to you or not	
Insubordination towards <ul style="list-style-type: none"> Visitors Your supervisor including refusal to follow orders or instructions Government personnel 	Disorderly conduct <ul style="list-style-type: none"> Abusive or offensive language (Note that language which violates the EEO/Harassment Policy may result in termination) Quarreling, or attempting to intimidate someone Interfering with normal, efficient operations or performing your assigned duties or the duties of others
Immoral conduct or any other criminal act that violates rules, regulations or established policy of the government	
Intoxication	Failure to follow SGIM rules and regulations or comply

<ul style="list-style-type: none"> Being under the influence of any substance that impairs your ability to perform your duties, such as alcohol, illegal substances or medication with impairing side effects 	with licensure and/or certification requirements
Negligence <ul style="list-style-type: none"> Sleeping on duty Abandoning your post without being properly relieved Failing to perform your duties as prescribed 	Eating, drinking or use of any tobacco product while in uniform and on post
Falsifying, concealing, removing, mutilating, damaging or destroying official documents or records <ul style="list-style-type: none"> Concealing important facts by leaving them out of an official documents Failure to cooperate during a Company or Client investigation 	Reading newspapers, books, watching TV while in uniform and on post
Violation of company policies, for example: <ul style="list-style-type: none"> Sexual or other unlawful harassment Safety or health rules Corporate Code of Conduct 	Playing cards or other games while in uniform and on post
Unauthorized reading, copying, removing, damaging or destroying government or proprietary business documents	Socializing with friends, family, building tenants, visitors or other security guards who are on break or off duty, while in uniform and on post
Fighting, assault or similar conduct	

6.6 **Disciplinary Notices:** Copies of all disciplinary notices shall be provided to the officer with a copy mailed weekly to the Local President. Copies of such notices shall be maintained in an officer's file. After a period of twelve (12) months following the date of issuance such disciplinary notice shall no longer serve as the basis for disciplinary action. Any officer who has filed a grievance protesting disciplinary action shall be entitled to review his disciplinary file and to receive copies of any current disciplinary notices.

- (a) All disciplinary action must take place within seven (7) work days after an officer is put on notice or it is void.
- (b) It is understood that the use of "work days" in this article shall exclude Saturdays, Sundays and Holidays.

Article 7: Grievance Procedures

- 7.1 In order to establish an effective mechanism for a fair, expeditious and orderly adjustment of grievances, the Employer and the Union agree that in the event a dispute arises between the Employer and a non-probationary officer or between the Employer and the Union regarding the interpretation or application of any provision of this Agreement, it will be settled using the following procedures.
- 7.2 Officers are encouraged to approach their immediate supervisor directly to attempt to resolve complaints informally without invocation of the formal grievance process. Any officer may elect to consult with his Shift Steward regarding a specific complaint. Officers may also request that the Shift Steward handle a specific complaint with the immediate supervisor before filing a grievance. In such cases, the supervisor will make prompt arrangements to confer with the Shift Steward and the officer.

- 7.3 **Step 1:** If the complaint cannot be resolved informally, it shall be reduced to writing on the prescribed grievance form, dated, and signed by the Shift Steward and the aggrieved party. The written grievance shall summarize the pertinent facts and specify the contractual provision(s) allegedly violated and the relief requested. Once submitted, the grievance cannot be changed to include other alleged separate violations. Grievances must be presented to The Employer's designated site representative within seven (7) work days of the occurrence which lead to the grievance. A meeting shall be arranged within seven (7) work days of the Employer's receipt of the written grievance. The meeting shall be attended by the Shift Steward, the Chief Steward, Alutiiq Contract Manager or designee. The Employer shall give a written response to the matter if it is not resolved at the meeting within seven (7) work days. Following receipt of the Employer's written response or the passage of seven (7) work days without a response, the employee has seven (7) work days to appeal his/her grievance to Step 2. It may be referred in writing to Step Two by serving a written notice of appeal to the Employer.

Step 2: A meeting shall take place within seven (7) work days after receipt of the Notice of Appeal from the Step One response. The meeting shall be attended by the appropriate Chief Steward and/or the Local President, or his designee, and the Employer's Director of Operations, or his designee. Where the parties are located out of state, this meeting may be conducted by telephone. The Employer shall give a written answer to the grievance within seven (7) work days after the Step Two hearing.

Step 3: Should the grievance remain unresolved, it shall be referred, within seven (7) work days of receipt of the Employer's response, to the Union Representative who shall arrange a meeting with the designated Local and International Union representatives and the Employer's Human Resources Manager, or designee at the earliest convenient date and location. The parties will make every reasonable effort to schedule such meeting within seven (7) work days. Where the parties are located out of state, this meeting may be conducted by telephone. The Employer shall reply in writing within seven (7) work days after the Step 3 meeting.

Step 4: Should the grievance remain unsettled after the Step 3 meeting or should a meeting not be held within seven (7) work days, the Local President or International Representative may refer the grievance to arbitration by serving a written demand for arbitration by serving a written notice on the Employer. The demand must be mailed within seven (7) work days after receipt of the Employer's response following the Step 3 meeting or the passage of seven (7) work days without a response.

- 7.4 The parties agree that any grievance shall be considered withdrawn if not filed and processed by the Union in strict accordance with the time limitations set forth above. Failure of the Employer to act within the time limit set forth in any step shall entitle the Union to proceed to the next step of the grievance procedure. Any time limit may be extended by mutual written agreement between the Employer and the Union.
- 7.5 Any grievance involving a discharge, layoff or other action which may accumulate back pay liability, or any grievance filed by the Union in its representative capacity on behalf of a group of officers will proceed directly to the Step 3 meeting within seven (7) work days after a written grievance is submitted to the Employer. The grievance will be issued within seven (7) work days from the discharge, layoff or other occurrence giving rise to the grievance.

Upon completion of the third step grievance meeting where the Union and the Employer agree to terms of financial settlement and upon receipt by the Employer of the Union's sign off on the grievance, whether by fax or as an original the Employer agrees to issue payment to the grievant within thirty days of receipt of the Union's written approval of the settlement.

Article 8: Arbitration Procedures

- 8.1 The parties hereto shall choose an arbitrator by mutual agreement within ten (10) calendar days from the date of the Employer's receipt of the Union's written appeal to arbitration. If the parties are unable to agree, then either party may file for a list of seven (7) arbitrators with the Federal Mediation and Conciliation Service (FMCS). The arbitrator shall be selected in accordance with FMCS rules of procedure.
- 8.2 The arbitrator shall have no power to add to or subtract from or modify any of the terms of this Agreement or to rule on any matter except while this Agreement is in full force and effect. The Arbitrator may only decide the grievance that was submitted. The arbitrator's decision shall be based exclusively on evidence presented at the arbitration hearing. The arbitrator's decision shall demonstrate that he or she has thoroughly considered the arguments advanced by each party and cite the provisions of the Agreement, serving as the basis for the decision.
- 8.3 The arbitrator shall have no power or establish or change wage rates or wage scales or benefits or change the requirements of the statement of work or contract with Federal Protective Services (FPS). If the Arbitrator determines that the Employer did in fact have "just cause" to terminate or otherwise discipline the employee he/she shall not have the authority to modify or otherwise substitute his/her judgment for that of the Employer.
- 8.4 The decision of the arbitrator shall be issued as promptly as possible. His decision shall be final and binding upon The Employer, the Union and the grievant.
- 8.5 The compensation of the arbitrator and his expenses incidental to the arbitration shall be borne equally by the parties. Each party shall bear the expense of preparing its case and shall make arrangements for and pay the expenses of witnesses called by them. Either party may request a stenographic transcript be made of the hearing and submit post hearing written arguments at their own expense. If both parties request a copy of the transcript, the cost will split equally.
- 8.6 All awards of back wages shall not commence any sooner than ten (10) calendar days prior to the date of the written grievance, unless the circumstances of the case are such that the grieving party was unaware of the existence of the claim prior to that time. Back wages shall be limited to the amount of straight time wages the officer would otherwise have earned from employment with the Employer less any unemployment compensation, intervening earnings or other off-sets deemed appropriate by the arbitrator. The Employer will calculate back wages using the employees average earnings for the six (6) months prior to suspension or termination.
- 8.7 Unless the parties agree in writing to the contrary, an arbitrator may hear only one (1) grievance in any one (1) proceeding.

- 8.8 The parties may mutually agree to explore non-binding mediation as an alternative prior to arbitration.
- 8.9 It is understood that the grievance and arbitration procedure provided for in this Agreement is the accepted method for the resolution of all issues which may arise between the Employer and the employee.

Article 9: Leaves Of Absence, Jury Duty And Bereavement Leave

9.1 Leaves of Absence:

- (a) All leaves with the exception of Bereavement Leave and Jury service shall be without pay.
- (b) Except as otherwise provided herein, a leave of absence under this Article will not be considered employment time seniority. For example, an employee works continuously for nine (9) months seniority, is gone for three months on leave, will be required to work three (3) more months in order to have one (1) year seniority.
- (c) Upon return from an unpaid leave of absence, the employee will be returned to work in the first open position for which he or she can qualify in his or her job classification on the basis of seniority until the next general shift bid.
- (d) An employee who engages in gainful employment without written permission from the Employer while on leave of absence shall be subject to discharge.
- (e) All leaves of absence shall be for a designated period of time and an employee may return to work prior to the expiration of their leave. (see 9.1 c above).
- (f) All leaves of absence must be applied for thirty (30) days in advance, in writing and responded to in writing by the employer. FMLA leave may be requested with less advance notice if the Employee was unable to do so.
- (g) An unpaid leave of absence may be granted by the Employer to an employee who has a verifiable emergency. Such leave is at the sole discretion of the Employer.

- 9.2 **Personal Leave/Medical Leave:** Employees with twelve (12) months or more of continuous service are entitled to request a personal unpaid leave of absence not exceeding four (4) weeks for good cause shown. Medical leaves of absence may be granted for restoration of health, medical, dental, maternity leave or other treatment supported by Medical documentation and shall not prejudice seniority status for purpose of layoff and recall. Such leaves of absence will only be approved on a case-by-case basis after due consideration of all facts and circumstances, including whether or not FMLA will prevail. FMLA is an approved leave of absence and as such shall be considered as a continuation of employment under this Agreement in accordance with the requirements off federal law. Leave may also be offered as an accommodation to an Employee with a covered disability under the ADA, but in order to be considered, the Employee must request such leave.

9.3 Union Leave:

- (a) The Employer agrees that Union business shall also comprise just cause for a Personal leave, provided that no more than two officers under this Agreement may request leave for such purposes at one time and such officers are not engaged in activity adverse to the Employer. The Employer will consider requests by more than two (2) officers on a case-by-case basis. Such leave

shall not exceed seven (7) (Equivalent to 336 hours annually) calendar days in duration in any calendar year (except time spent in bargaining sessions). Additional or extended leaves shall be granted for good cause, upon written request to the Employer. The Union agrees to provide thirty (30) days written notice for such leave. The Employer may restrict more than one (1) officer from being gone from a single building.

- (b) The Employer will make every reasonable effort to release elected Union officials whose responsibilities require short-term absence to attend to representative duties. Such officers will provide advance notice wherever possible and shall notify their supervisor immediately when summoned. Elected officials will remain on site at assignment until arrangements are made to cover security responsibilities.

9.4 **Jury Duty**: Officers serving Jury Duty on a scheduled work day will be provided an excused leave of absence for Jury services and shall receive the difference between the pay received for jury service and the hourly rate for such workday while required to serve on jury duty for up to five (5) days. Officers must provide proof of jury service to receive jury duty pay. The Employer shall not interfere with an officer's appointment to Jury Duty and officers serving Jury Duty shall be entitled to retain all earnings provided for Jury Service.

- (a) If requested, officers will not be required/scheduled to work the midnight shifts the evening before their Jury Duty begins.
- (b) Officers will be required to provide copies of their Jury Duty notification by the first shift following receipt of their notice of obligation in order to be eligible for pay and/or to be removed from schedule.

9.5 **Bereavement Leave**: Officers will be granted Bereavement leave of up to three (3) days, if work time is lost in order to attend the funeral of a member of the immediate family. The officer will be paid his straight time hourly earnings for the scheduled work days missed. The term "immediate family" shall mean grandmother, grandfather, mother, father, stepparents, mother and father-in law, spouse, domestic partner recognized by state or local law, son, daughter, stepchildren, sister or brother. Time paid for such leave shall not be counted as a casual absence or as time worked for overtime purposes.

- (a) Additional time off without pay will be provided for officers who attend out-of-state funerals for eligible immediate family members.

9.6 **On the Job Injury**: Officers who are injured on the job while at work in a paid status and sent out for medical treatment will be paid up to the end of their current shift.

Article 10: Hours of Work and Overtime

10.1 The normal workweek for the Employer shall consist of 168 hours commencing at Sunday 12:01 AM and concluding one hundred and sixty eight hours later. This does not constitute a guarantee of work hours.

- (a) The normal workday will be eight (8) hours exclusive of a thirty (30) minute unpaid meal break. Employees who work through an unpaid meal break will be compensated for the time worked.
 - (b) Employees will receive a fifteen (15) minute paid rest break for every four (4) hours worked.
 - (c) Employees who are scheduled for less than eight (8) hours will receive a paid fifteen (15) minute rest break for each four (4) hours worked.
 - (d) The company recognizes the requirement to make its best efforts to provide regularly scheduled breaks. It is not the intent of the Company to deny, avoid or abuse this requirement.
- 10.2 Overtime premiums shall be earned in accordance with State and/or Federal law on a weekly basis. The Employer will pay for actual time worked. Overtime pay does not include the H&W supplement.
- 10.3 Shift Differential: For hours worked between 6:00 PM and 6:00 AM, the company agrees to pay an additional hourly amount for all hours worked. The amount is noted in Addendum A.
- 10.4 Officers reporting to work as scheduled without having been notified that there would be no work shall receive a minimum of four (4) hours work or pay at the rate they would have received had they worked. The Employer shall have the right to require the officer to work for this payment; however, if the employee refuses to perform the assigned duties, they will not be compensated. This section shall not apply where work is not available because of the Acts of God, catastrophe, or other conditions beyond the control of the Employer or the Employer contacted the Employee at least one (1) hour prior to the start of his or her shift at the telephone number designated by the Employee and leaves a voice mail if no answer.
- 10.5 Officers called back to work after completion of their regular shift will be guaranteed four (4) hours work or four (4) hours pay provided, however, any officer who voluntarily leaves with Management's approval prior to completion of the four (4) hours work will only receive pay for the actual time worked.
- 10.6 Officers will not be given time off from their regular shift to prevent the payment of overtime, except by mutual agreement or in the case of emergencies. Officers requested to come to work early, prior to their scheduled starting times, will be permitted to complete their regular scheduled shift.
- 10.7 Employees, who are called in for reasons other than to work except to administer discipline, will be paid for actual time spent and the time spent traveling to the location. Normally, discipline will be administered while the employee is on shift. Employees will be required to provide verification of travel time upon request.
- 10.8 All pay discrepancies will normally be corrected by the Company within ten (10) business days of management staff receiving a copy of the employees Statement of Earnings and Deductions . Payroll corrections will be tendered to the employee in the form of a separate check or Direct Deposit (whichever payroll process is currently in effect for the affected employee).

- 10.9 Schedules will be published each Friday for the subsequent week. As a whole, these schedules will be displayed and available for review at the local office; each facility will be provided copies of their respective schedules within the aforementioned timeframe.
- 10.10 Employees not been relieved as scheduled must be provided reasonable notice by management when due to a call out.

Article 11: Overtime & Scheduling of Additional Hours

- 11.1 Scheduling of Overtime: All overtime or additional hours the employer has advance notice of will be incorporated into the weekly schedule; this schedule and all associated updates will be posted at all facilities no later than 0800 hours each Friday.
- (a) Officers will be provided with a minimum of eight (8) hours off between assigned shifts.
 - (b) For scheduled overtime, bidded officers assigned to a facility requiring overtime will be given first right of refusal. Overtime will be then be assigned to those who volunteer. The Employer will make reasonable efforts to spread overtime assignments among those employees who seek them but it is the responsibility of the Employee to notify the Company if they are not receiving such opportunities.
 - (c) Overtime derived from employee call-outs will follow the same protocols established for scheduled overtime.
 - (d) An officer can make themselves available by contacting the Road Supervisor on nights, weekends, and/or holidays.
 - (e) Officers at each facility accepting or required to work overtime will assume the duties of each officer being replaced provided they can perform the available work. Duty assignments may be exchanged by officers with Management's approval.
 - (f) On the shift immediately prior to vacation leave, officers scheduled for vacation will be the last forced to work overtime unless the officer agrees to stay over.
 - (g) Overtime of four (4) hours or less will be offered to those bidded employees on shift at the facility by seniority. The Employer retains the right to mandate the least senior employee(s) on shift to work the overtime.
 - (h) Overtime work of more than four (4) hours will be offered by seniority to available employees. The Employer retains the right to mandate the least senior employee(s) contacted in order to fill the available shift.
 - (i) Part-time employees can be utilized to fill any open shift/facilities, provided this does not interfere with a full-time employee's (other than bidded shift less than 40 hours) ability to achieve at least 40 hours in the work week. A part-time employee cannot be utilized to fill open shift/facilities that result in their receiving an overtime pay rate unless no full-time employee is

willing/able to work those hours. This process will be conducted utilizing the part-time Seniority Roster. The most senior employee will be contacted via telephone and offered the first right of refusal. If the employee declines or cannot be contacted, the next employee on the list will be contacted until the shift/facility has been filled or all efforts have been exhausted and the hours will be mandated in accordance with the CBA.

Article 12: Shift/Facility Selection

12.1 Open Shift Selection

- (a) Shift/Facility selection will be awarded based on Company seniority, whenever possible and when approved by contract management and the facility management. Documentation of removal actions will be requested by the Employer and upon receipt, provided to the Union.

- (1) Employees will be given the opportunity to request a transfer to an open shift/facility. Such requests will be in writing and maintained for twelve (12) months. Employees will be selected to the open shift/facility by seniority of those requesting. Employees who decline the opening cannot request consideration for eight (8) months. Employees whose circumstances change prior to selection will notify the Employer in writing. Employees who are awarded the open shift/facility cannot move again for four (4) months, except under a.2 below. An employee can have a maximum of three (3) desired locations on file at any one time.

Any subsequent change in a shift/facility must consider seniority whenever the senior officer is approved to work that shift/facility. In the event a situation has previously occurred in which an officer has been removed from a shift/facility seniority will not prevail. Additionally, the company will have the prerogative to give preference to officers who have a specific need and or hardship, in which case the Union will be notified.

- (2) Employees who bid for FBI Miami facility will be ineligible for reassignment for a period of twenty four (24) months; this does not include employees who are required to augment due to staffing shortfalls.
 - (b) Any officer who desires a change in shift/facility due to hardship circumstances must obtain a mutually acceptable shift/facility trade with another officer. The proposed shift/facility change must be put in writing, submitted to the Contract Manager or Assistant Contract Manager for his/her approval and shall not exceed a period of thirty (30) calendar days. A change in shift/facility must be approved by management prior to its effective date. Approval for a continuation of the change in shift/facility beyond thirty (30) calendar days will necessitate a repeat of the above process.
 - (c) Full-time employees will be afforded first right of refusal of any/all available full-time position(s) in accordance with the shift/facility bidding processes established in the CBA. Any remaining full-time position(s) will be offered to

part-time employees in accordance with the shift/facility bidding processes in the CBA.

- (d) In the event that the shift/facility is not filled in accordance with Section (a) of this Article, the assignment will be posted for a minimum of fourteen (14) days and the most senior qualified individual will be awarded the shift/facility and the shift/facility will be filled within thirty (30) days.

- 12.2 Rotating Posts: Employees are required to rotate posts at all facilities with multiple post assignments.

Article 13: Uniforms and Equipment

- 13.1 The Employer will determine all items of uniform and equipment and will furnish all items of uniform and equipment. All officers will be provided a complete set of uniforms as determined by the Employer. For replacement garments and new hires, complete sets is defined as five (5) short sleeve shirts one (1) long sleeve shirt and four (4) long pants, and one (1) tie. Replacement of uniform clothing will be on "as needed" basis. An officer will be required to return worn items of clothing prior to the issuance of a replacement. The cost of the replacement of uniforms and equipment shall be borne by the officer if the uniform or equipment is lost, misplaced or stolen or if the damage or wear is the result of the officer's negligence or intentional conduct. Upon termination all uniforms and other equipment must be returned to the Employer. The cost of damaged or missing uniforms or equipment due to the negligence of the employee will be withheld from the final paycheck.
- 13.2 The Employer will ensure that all company owned radios are kept in good working order. The Company will make its best efforts to ensure that all locations have the proper equipment at all times.
- 13.3 The Employer agrees to properly maintain the entire Employer owned, leased and/or rented equipment. No officer will be directed to operate known unsafe equipment.

Article 14: Strikes and Lockouts

- 14.1 The Union recognizes that it is the responsibility of the officers to guard and protect the sites, premises, material, facilities and property of the Employer and its customers at all times and under all circumstances. The Union agrees that its members will faithfully discharge this responsibility and during the life of this Agreement or any renewal or extension thereof, that it will not cause, or permit its members to cause, nor will any member of the Union take part in any strike, including sympathy strike, sit-down, stay-in, stoppage of work, picketing or other interference with or refusal to perform their duties regularly assigned to them. The Union further agrees in the event of any controversy between the Employer, and/or any other group, organization or its members resulting or threatening to result in any strike, stoppage of work, or other interference with production, that its members will continue to report for duty, remain at their posts, and in the regular manner discharge the duties assigned to them. The Employer reserves the right to discipline or discharge any officer who engages in a violation of this Section without recourse to Articles 6 & 7.

- 14.2 During the life of this Agreement, the Employer will not lock out any officers covered hereunder.

Article 15: Seniority

- 15.1 For all purposes of the agreement, seniority shall be defined as the length of continuous employment under the FPS (So. Florida) Contract. Seniority for employees with the same date of hire will be determined by the application date and then highest last four digits of the social security number.
- 15.2 Full-time employees are designated as employees who are regularly assigned and working on a bidded shift as referenced in Article 12. Part-time employees are designated as employees who are not regularly assigned and working on a bidded shift.
- 15.3 For the purposes of the benefits package, the full time employees who are reasonably expected to work 30 hours or more per work week are eligible for the benefits package, but subject to the eligibility requirements of the specific benefit.
- 15.4 Forfeiture of seniority. An officer shall forfeit seniority and be terminated for the following reasons:
- (a) Resignation;
 - (b) Retirement from the Employer;
 - (c) Discharge for just cause not reversed in arbitration.\;
 - (d) Failure to return from a layoff within ten (10) working days after proper notification of recall has been given to the employee;
 - (e) Layoff for a continuous period of 12 months or length of employment whichever is less;
 - (f) Completion of ninety (90) continuous days of service in a voluntary assignment outside the bargaining unit;
 - (g) Fails to perform work for the Employer(s) for any reason beyond one (1) year or length of employment whichever is less;
 - (h) Fails to qualify or to re-qualify. (see Addendum B);
 - (i) Permanent removal by the Client.
- 15.5 An officer shall serve a probationary period of ninety (90) continuous days beginning on the date they receive their preliminary adjudication and begin productive work. During the probationary period, the Employer shall have the sole discretion of disciplining or terminating such officers. Such discipline and discharge is not subject to the grievance and arbitration provisions of this Agreement Any absence during this probationary period may, at the sole discretion of the Employer extend the probation for a like period. Upon completion of the probationary period to the satisfaction of the Employer, an officer shall become a regular officer and his/her seniority shall date from the most recent date of hire. The probationary period can also be extended by mutual consent of the Local Union President and the Employer.
- 15.6 Officers who accept a position out of the bargaining unit shall retain accumulated seniority during the first ninety (90) days spent out of the bargaining unit provided they remain in the active employment of the Employer. Such officers shall regain

accumulated seniority upon transfer back into the bargaining unit within such ninety (90) days one time during the term of the Agreement.

- 15.7 Layoff Procedures: When it becomes necessary for a reduction in the work force in any company, layoffs will occur in the following sequence with consideration for special qualifications:

- (a) All probationary officers;
- (b) If additional reduction is necessary, part-time seniority officers;
- (c) If additional reduction is necessary, full-time seniority officers based on lowest seniority date.

Officers will be given as much notice as possible of layoff.

It is understood that an employee who is displaced as a result of lay off from one Employer may move to an open position with any other Employer. He will take with him his old seniority (FPS).

Laid off employees will have the option to apply for open positions with any of the Employers represented by this Agreement.

- 15.8 Recall Procedure:

Laid-off officers will be recalled by the company in the following sequence in line with their seniority with consideration for special requirements:

- (a) Full-time seniority officers, highest seniority first
- (b) Part-time seniority officers, highest seniority first, after all full-time seniority officers have been recalled

- 15.9 Recall rights for all officers shall continue for a period equal to twelve (12) months or length of employment whichever is less from date of layoff. Officers who are recalled to an available position must state their intention to accept the job within seven (7) days after notice of recall and must report to work within ten (10) days after notice to recall or else forfeit recall rights. The ten-day report time can be extended by mutual consent.

The officer shall be responsible for maintaining a current residential address and telephone number with the Employer at all times. Recall notice shall be given by telephone, where applicable, and will be confirmed by registered letter to the last known address.

- 15.10 Opportunities for full-time schedules will be offered to part-time officers based on their bargaining unit seniority. Should a part-time officer decline an opportunity for full-time status, said officer will not be offered another full-time opportunity until such time as all current less senior part-time officers have been afforded full-time opportunities.

- 15.11 Employer shall prepare separate seniority lists for full-time and part-time officers. Updated lists shall be provided quarterly or upon request. The lists will include the officer's name and seniority date. The Company is responsible for posting the list at each of the Company offices and mailing a copy to the Local President and International Representatives.

- 15.12 A full time non probationary officer who is unable to work a thirty four (34) hour work week due to: union leave, all military leaves, medical restrictions, such as: medical leave, or qualifies for leave under state or federal law will continue to accumulate seniority as a full-time officer during such time up to the limits provided under section 15.1.

Article 16: Training

- 16.1 Officers will be paid for actual time spent for Employer mandated training at the applicable wage rate.
- 16.2 A mileage rate as prescribed by the federal tax reimbursement standards will also be paid to the officer for travel to and from the site for mandatory Employer required training or qualification if such training is 50 miles or more from the officer's regular place of work in accordance with the Company's policy. If a company vehicle is provided for the travel, regardless of the miles, mileage will not be paid.
- 16.3 Whenever practicable, all Employer-administered training will be given on an officer's regularly assigned shift.
- 16.4 If training occurs during an employee's scheduled duty hours, the employee will be paid their hourly wage during any required travel. However, if an employee is scheduled for training during a timeframe other than their scheduled duty hours, they will be paid a minimum of two (2) hours for the time spent in training.
- 16.5 Weapons qualification target(s) will be reviewed/scored in the presence of each respective employee.

Article 17: Licensing Requirements

- 17.1 All fees and licenses, other than driver's license, which are required by the Employer, will be paid by the Employer under the following conditions.
- (a) The employee utilizes those companies approved for reimbursement by the Employer
 - (b) The D&G licenses required for armed security officers must be secured by the employee prior to employment. Renewals of these licenses will be reimbursed by the employer in the amount of the current state renewal fee providing the employee does not allow the license to lapse.
 - (c) The employee will refund to the employer 50% of the cost of the D-license if he/she leaves employment for any reason within 6-months (within one (1) year for the G-license) after being paid for the license by the Employer.
 - (d) To be reimbursed, the receipt must contain instructor and/or school name, license number and contact information.
- 17.2 An Officer must notify the Company if their license(s) is suspended or revoked and will not be permitted to work until such license(s) is reinstated.

Article 18: General Provisions

- 18.1 Each officer is responsible for having a correct residential address and telephone number on file with the Employer at all times. All written notices shall be deemed to be properly filed if sent to the officer's last address on file.
- 18.2 Officers are required to report to work clean, well groomed and with a neat appearance in accordance with Employer directives.
- 18.3 If authorized by FPS, a bulletin board or union notebook be used by the Union for posting notices that are approved by the president of the Local Union or the Chief Steward of the Local Committee and restricted to:
- (a) Notices of union recreational and social affairs;
 - (b) Notices of union elections and nomination sheets for unit officer elections;
 - (c) Notices of union appointments and results of union elections;
 - (d) Notices of union meetings;
 - (e) Notices concerning bona fide union activities such as:
 - (i) Cooperatives, Credit Unions, Unemployment Compensation
 - (ii) Information;
 - (iii) Other notices concerning Union affairs that are not political or controversial in nature or adverse to the Employer or the Client;
- 18.4 A list of new hires will be provided to the Union President by the 10th day of each month. Arrangements shall be made for the Local Union representative to brief the new officers on the Union's representative status and this collective bargaining agreement during new hire classes.
- 18.5 Regardless of daylight savings time, officers shall be paid for actual hours worked.
- 18.6 Each officer will be granted relief when necessary as soon as coverage for such officer can be practically arranged. Under no circumstances will an Officer leave his/her post unattended.
- 18.7 Once the agreement has been signed, The Employer will forward to The International Union three copies of the Collective Bargaining Agreement (CBA).

Article 19: Legality

- 19.1 Should the parties be advised that applicable law renders invalid or unenforceable any of the provisions, memoranda of understanding, or letters supplemental, amendatory, or related thereto, the parties may agree upon a replacement for the affected provisions. Such replacement provisions shall become effective immediately upon agreement of the parties, without the need for further ratification by the Union membership and shall remain in effect for the duration of this Agreement.
- 19.2 In the event that any of the provisions of this Agreement, including all agreements, memoranda of understanding, or letters supplemental, amendatory, or related thereto, shall be or become legally invalid or unenforceable, such invalidity or unenforceability shall not affect the remaining provisions thereof.

- 19.3 Government Supremacy. The Union agrees to cooperate with the Employer in all matters required by the Government, and the Union recognizes that the terms and conditions of the Agreement are subject to certain priorities which the Government may exercise. The Union agrees that any actions taken by the Employer pursuant to a requirement imposed by the Government shall not constitute a breach of this Agreement. Any action which the Government directs or requires the Employer to take immediately may be taken without prior notice to or discussion with the Union. However, whenever such action affects a term or condition of employment, the Employer will inform the union of the effects of that action.

If the contract agency (DHS) directs that a specific employee be removed from the contract or otherwise disciplined, any such action directed may be undertaken by the Employer. In the event that the contracting agency expressly directs the removal or discipline of a bargaining unit employee, the Employer agrees to cooperate with the Union by providing it with all relevant information concerning the incident. The Union will be entitled to any appeal process available through the applicable procurement regulations for the Employer.

The Union recognizes that the Employer has certain obligations in its contract with its client pertaining to security clearances and agrees that nothing in this Agreement is intended to place the Employer in violation of its security agreement with its client. Therefore, in the event any governmental agency advises the Employer that an employee covered by this agreement does not have or cannot obtain the required Security Clearance, and thus is restricted from work on, or from access to classified material or government controlled property, neither the employee nor the union will contest discharge or such employee(s) by the Employer. If the employee is successful in appealing the action with the agency, the employee will be offered re-employment without back pay.

The union will be notified of any employment action taken pursuant to this Article and upon request be furnished evidence in support of the action.

Article 20: Dues Check Off

- 20.1 The Employer agrees to deduct initiation fees and Union dues for proportionate share payments from the wages of officers who voluntarily authorize the Employer to do so on a properly executed payroll deduction card in the form attached as Addendum C. Such deductions shall be made from the first paycheck of each month, or the first pay received in that month in which the officer has sufficient net earnings to cover the Union membership dues or payments. Funds deducted, along with a summary sheet including the names, addresses, social security number and local union number of officers and the amount of dues deducted from each shall be remitted to the International office of the United Government Security Officers of America (UGSOA) within fifteen (15) days after the first regular payday of the month. The Employer will provide to the International Union quarterly reports that will include officer's name, address, city, state, zip code and current wage rates, sorted by Union Local. The Union agrees it will promptly furnish to the Employer a written schedule of the Union dues, initiation fees, and proportionate share payments. The Union also agrees to promptly notify the Employer in writing of any changes to these amounts. Union authorization cards must be submitted prior to the fifteenth (15th) of the month proceeding the date that deductions are to be made.

- 20.2 The Union agrees to indemnify the Employer against any loss or claim, which may arise as a result of The Employer's compliance with the union membership or check off articles. In addition, the Union agrees to return to the Employer any erroneous or improper overpayment made to it.

Article 21: Report of Physical Examination

- 21.1 A report of physical examination and any laboratory tests made by physicians acting for the Employer will be given to the personal physician of the officer involved upon the written request of the officer.
- 21.2 The employee will be paid by the Employer at the officer's appropriate rate of pay for 2 hours when directed by the Employer for a physical exam. A mileage rate per federal tax reimbursement standards will also be paid to the officer for travel to and from the site for said annual physical examination if such site is 50 miles or more from regular duty assignment.

Article 22: Duration of Agreement

- 22.1 This Agreement will take effect November 1, 2014 and shall continue in full force and effect without change until October 31, 2017. If either party desires to terminate this Agreement, it shall sixty (60) days prior to the expiration date give written notice of the termination. If neither party gives notice to terminate this Agreement as provided above, or to modify this Agreement as hereinafter provided, the Agreement shall continue in effect from year-to-year thereafter subject to termination by either party on sixty (60) days' written notice prior to October 31, 2017 of any subsequent year.

If either party desires to modify or change this Agreement, it shall, sixty (60) days prior to September 30, 2017, or any subsequent September 30, give written notice to such effect. Within ten (10) days after receipt of said notice, a conference call will be initiated by the party seeking to modify or change this Agreement to establish a schedule for negotiations in which case this Agreement shall continue in full force and effect until terminated as provided hereinafter.

Article 23: Health and Safety

To provide a safe and healthy work environment for employees, customers, and visitors, the Company has established a workplace safety program. This program is a top value for the Company. Its success depends on the alertness and personal commitment of all.

The Company provides information to employees about workplace safety and health issues through regular internal communication channels such as supervisor-employee meetings, bulletin board postings, employee newsletters, memos, or other written communications.

Each employee shall obey all safety rules and exercise caution in all work activities. Employees must immediately report any unsafe condition to the appropriate supervisor.

Employees, who violate safety standards, cause or fail to report hazardous or dangerous situations, or, where appropriate, fail to remedy such situations, may be subject to disciplinary action, up to and including termination of employment.

In the case of accidents that result in injury, regardless of how insignificant the injury may appear, employees must immediately notify the appropriate supervisor. Such reports are necessary to comply with laws and initiate insurance and workers' compensation benefits procedures.

The Company agrees when extremes of weather occur that employees working at exterior posts, defined as outside guard station posts, that the Company will take reasonable means necessary to protect the employees during dangerous and unsafe weather.

Article 24: Drug and Alcohol Policy

The Company has a vital interest in insuring safe, healthful and efficient working conditions for our employees. In addition, as a federal contractor, we have a duty to safely and efficiently provide the public with quality goods and services at a reasonable cost. The unlawful presence of controlled substances or use of alcohol in the workplace conflicts with these vital interests and constitutes a violation of the public trust. For these reasons, we have established, as a condition of employment, the following drug and alcohol free workplace policy.

No employee may be under the influence of any illegal drug or alcohol while in the workplace, while on duty, or while operating a vehicle or equipment.

While on the Company premises and while conducting business related activities off the Company premises, no employee may use, possess, distribute, sell, or be under the influence of alcohol or engage in the unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs. In addition, use of prescription drugs which may impair an Employee's ability to safely and properly perform their duties is also prohibited. Further, no employee may consume alcohol while in uniform. Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

Employees must notify the Human Resources Manager of any criminal drug statute conviction for a violation occurring within the workplace within 5 days of such conviction.

Within 10 days of such notification or other actual notice, the Company will advise the contracting agency of such conviction.

In accordance with federal and state laws, employees under the age of 21 are prohibited from serving or consuming alcohol.

The Company, in its discretion, reserves the right to conduct pre-employment, post-accident, random and reasonable cause drug and alcohol tests, subject to applicable law. Confirmed illegal use of drugs will not be tolerated and will be grounds for refusal to hire or for termination.

Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

In the event an employee feels that another employee may be under the influence of drugs or alcohol, he or she should report the incident to their supervisor or to a representative of the Human Resources Department.

If a person is believed to be under the influence of drugs or alcohol the Human Resources representative or the supervisor will remove the individual in question from the workplace and arrange testing as necessary.

Employees may be subject to additional requirements as required by the contracting agency and as mandated by the Federal Drug & Alcohol Free Workplace Act. Project Managers shall work with Human Resources representatives to identify additional methods or procedures that may be required under the Act.

Employees with questions on this policy or issues related to drug or alcohol use in the workplace should raise their concerns with their supervisor or the Human Resources Manager.

Article 25: Adjudications

25.1 The employer will notify each employee of the status of their adjudication, qualifications and certifications within the following timeframes:

- Six (6) months prior to the expiration for their adjudication
- Thirty (30) days prior to the expiration of their qualification(s) or certification(s).


25.2 The intake of an employee information file or filing for a desired adjudication will be documented by the employer in a manner that will provide justifiable and comprehensive tracking to include notifications and confirmations. This process will be concise and available to all employees to ensure their understanding of the overall process.

Article 26: Successor Clause

The provisions of this Agreement shall be binding upon the Company and future purchasers and all the term and conditions herein shall not be affected.

For the United Government
Security Officers of America
(UGSOA)


International & Local 270


Angelo Giaganti
President, Local 270

Date


12/31/14

EMPLOYER


Patricia Watson
Vice President, Human Resources
Alutiq 3SG, LLC

Date

12/8/14


Peter Williams
Vice President, Local 270


Date

12/31/14


Paul Fendren
Vice President, Protective Services
Alutiq 3SG, LLC


Date

12/9/14


Eric McMillen
International Regional Director

12/30/14

Date


Antonio London
President
Championship Enterprises, Inc.

12/18/14

Addendum A – ECONOMICS

Holidays

The following holidays shall be recognized and paid for under this agreement:

- New Years' Day
- Martin Luther King
- Washington's Birthday
- Memorial Day
- July 4th
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

In order to be eligible for holiday pay the employee must work their full scheduled workday before and their next full scheduled workday following the holiday and in addition, if scheduled to work the holiday they must work that day.

Each full time employee who works on a designated Holiday will receive holiday of eight (8) hours and in addition will receive pay for all hours worked at his or her regular rate of pay.

Part time employees holiday pay will be prorated based on the number of hours they worked in the week prior to the holiday. The proration formula is: Number of hours worked divided by 5 days in the work week. (For example: 32 hours worked / 5 days = 6.4 hours of holiday). Under no circumstances will an employee be entitled to more than eight (8) hours of Holiday pay per Holiday.

Holiday pay shall not count as hours worked for the purpose of computing overtime.

Any employee who is on layoff, sick leave or who is on leave of absence shall not be eligible to receive Holiday pay. An employee on approved vacation the full scheduled workday before and their next full scheduled workday following the holiday will receive holiday pay.

Vacation

Employees shall be entitled to the following vacation on his/her anniversary date of employment (FPS)

Anniversary Year	*Vacation Allowance
After 1 year	80 Hours
After 5 years	120 Hours
After 15 years	160 Hours
After 20 years	200 Hours
After 25 years	240 Hours

*Full-time employees will be granted the full paid time off allowance noted on their anniversary date. Part-time employees will be granted a prorated portion of the paid time off allowance based on the hours they worked during their anniversary year.

Employees desiring vacation shall request in writing not less than thirty (30) days in advance of the desired time off. Employees will receive a decision within 7 business days

from the date of submittal to local management. Vacations will be granted to those submitted first, but seniority shall determine preference of leave if requested on the same date.

All vacation must be utilized before authorizing/allowing any unpaid leave.

Vacation will be paid out on the paycheck following the employee's anniversary for any unused vacation. In addition, unused vacation will be paid out upon separation of employment.

Vacation cannot be carried over to the following anniversary year.

Vacation time paid shall not be count as hours worked the purpose of computing overtime.

Sick Leave

All full-time employees who have completed one (1) or more years of employment will be entitled to four (4) sick days on their employment anniversary year. Part time Employees will receive sick leave on a pro-rata basis (same as vacation).

Sick leave shall be used when an employee is unable to perform the functions of his/her position because of personal illness or injury. Vacation leave cannot be used for illness or injury.

Sick leave is not carried over at the end of each employment anniversary year. Unused Sick leave will be paid out at the end of each employment anniversary or at termination.

An employee who will be absent due to illness or injury must provide the Company with notice of his/her anticipated absence as soon as the need to be absent becomes known to the employee, a minimum of four (4) hours, regardless of the length of the anticipated absence. Failure to do so will result in disciplinary action and sick leave not being available and the absence being unpaid.

An employee who is absent due to illness or injury for more than three (3) consecutive work days shall be required to provide to the Company a physician's statement supporting the employee's absence and certifying that the employee is able to return to work.

Where an employee takes leave pursuant to the Company's Family & Medical Leave Policy, the provisions of that policy will supersede any provision of this Article which is inconsistent with that Policy.

Sick pay time shall not count as hours worked for the purpose of computing overtime.

Health and Welfare

The company will establish, pursuant to the Internal Revenue Code, a 401(k) retirement plan and trust account available to each employee working on this contract who is eligible according to the Company's plan. After satisfying the eligibility requirements, the employee is qualified to become a member of the Plan. Eligible employees may authorize the employer to withhold a portion of their compensation and to deposit such amount in the Plan Fund. Details about how the plan works are contained in a corporate 401(K) Plan Summary Description. The company will provide a single point of contact to assist

employees with issues of utilization such as available investment options, quarterly statements and account balances.

Section A

For the purpose of purchasing covered benefits, the Company pay to the employee the health and welfare amount specified below per hour for all straight time hours worked, including paid leave hours, not to exceed forty (40) hours in any one week to employees covered by this Agreement. Part time employees will not be eligible to participate in the benefit package; therefore, their health and welfare payment will be deposited in the Company's 401(k) plan in an account set up in the employee's name. The health and welfare contribution will not be paid to part-time employees in cash or as part of the employee's paycheck under any circumstances.

Current	Effective 2/1/15	Effective 2/1/16	Effective 2/1/17
\$4.20	\$4.20	\$4.30	\$4.35

Section B

Employees who demonstrate active participation in other bona-fide group medical coverage plans may waive health insurance and the health and the welfare contribution shall be applied to the Company's 401(k) in an account set up in the employee's name.

Employees may waive the health and welfare contribution health benefits in writing once per year. Any residual health and welfare contributions not used to purchase benefits shall be applied to the Company's 401(k) plan in an account set up in the employee's name.

If the Employee elects benefit levels that exceed the total health and welfare contributions allotted to him/her, the excess cost will be paid by the employee in the form of a payroll deduction.

Section C

Purpose and Eligibility. The purpose of this Article is to provide a life, health, and dental insurance program for employees covered by this Agreement and who are deemed eligible for coverage by the Company's insurance carrier(s). Dependents of employees will be covered by the benefits provided in Section D of this Article as long as they are not deemed ineligible for coverage by the Company's insurance carrier(s). Coverage for employees and their dependents will begin on the first day of the month following their date of hire. Coverage for employees and their dependents will cancel the last day of the month in which their employment ends.

Section D

- a. The program described in this Article shall be administered by the Company or through arrangements provided by it. Any contract(s) entered into by the Company with respect to benefits of this program shall be consistent with this Article.
- b. The Company may establish reasonable rules for the administration of the program described in this Article.

- c. In the event that the the Affordable Care Act (ACA) of 2010 is repealed, the parties shall re-open negotiations.

Wages

During the term of this agreement employees will receive the following minimum rates of pay.

Current	Effective 2/1/15	Effective 2/1/16	Effective 2/1/17
\$19.75	\$20.15	\$20.55	\$20.95

Key West Supplemental Wage: Employees who are covered under this agreement who work "In The Keys" shall, in addition to his/her base rate of pay, receive an additional eighty five (85¢/hr.) added to their base rate.

Probationary employees : Probationary employees in training may be paid 85% of the prevailing wage. Once working within the bargaining unit, the probationary employee will begin to be paid at the rate negotiated.

New Hire training wage: Newly hired employees that attend mandatory training at the time they are hired will be paid the federal or state minimum wage while in training, whichever is higher.

Shift Differential: The Company agrees to pay an additional \$.50 for all hours worked between 6:00 PM and 6:00 AM.

NOTE: All economic increases go into effect beginning on the next contract year which begins on February 1.

Addendum B - ANNUAL REQUALIFICATION & LICENSURE

1. Range Failure

- The annual firearms re-qualification "session" consists of no more than two (2) attempts to qualify. If unsuccessful on the first attempt, the second attempt must be completed immediately after the first attempt. If an employee fails a qualification session, they cannot work on contract until successfully qualifying.
- Any employee who fails their annual firearms re-qualification must attend a minimum of eight (8) hour remedial training course prior to attempting their second (2nd) qualification session.
- If an employee fails the second (2nd) qualification session, on their third (3rd) qualification session they must partake in eight (8) hours of remedial training prior to each attempt.
- Employees cannot attempt to re-qualify within two (2) weeks of failing a qualification session.
- Employees will not be afforded more than three (3) opportunities to successfully qualify. Any employee that fails the third (3rd) qualification session will have their employment terminated.
- It is the Company's intent to re-qualify all employees who fail a weapons qualification session within three (3) weeks of failing a qualification session.
- Employee seniority will not be affected while removed from the contract due to failure to qualify unless they are terminated.

2. State D and G License Termination

An employee who fails to maintain his/her license under this Agreement will be given thirty (30) days to produce evidence of licensure. Failure to secure their license within the thirty days will result in termination of employment.

- An employee who produces a valid license within the thirty (30) day window will return with seniority.
- It is understood that employees will have only one such opportunity to regain seniority during the term of this Agreement.

Addendum C – UNION DUES DEDUCTION FORM

CHECK-OFF AUTHORIZATION

UNITED GOVERNMENT SECURITY OFFICERS OF AMERICA, INTERNATIONAL UNION, LOCAL NO. _____

COMPANY																					
PLANT																					
																				DATE (MO/DY/YEAR)	

Pursuant to this authorization and assignment, please deduct from my pay each month, while I am in employment with the collective bargaining unit in the Company, monthly dues, assessments and (if owing by me) an initiation fee each as designated by the Financial Secretary Treasurer of the Local Union.

The aforesaid payment shall be remitted promptly by you to the Financial Secretary Treasurer of the International Union United Government Security Officers of America, Local No. _____

This assignment and authorization shall be effective and cannot be cancelled for a period of one (1) year from the date appearing above or until the termination date of the current collective bargaining agreement between the company and the Union, whichever occurs sooner.

I hereby voluntarily authorize you to continue the above authorization and assignment in effect after the expiration of the shorter of the periods above specified, for further successive periods of one (1) year from such date. I agree that this authorization and assignment shall become effective and cannot be cancelled by me during any of such years, but that I may cancel and revoke by giving to the appropriate management representative of the plant in which I am employed, an individual written notice signed by me and which shall be postmarked or received by the Company within fifteen days following the expiration of any such year or within the fifteen days following the termination date of any collective bargaining agreement between the Company and the Union covering my employment if such date shall occur within one of the annual periods. Such notice of revocation shall become effective respecting the dues for the month following the month in which such written notice is given; a copy of any such notice will be given by me to the Financial Secretary Treasurer of the Local Union.

Which Contributions or gifts to the International Union United Government Security Officers of America, Local No. _____ is not tax deductible as charitable contributions for Federal Income tax purposes, they may be tax deductible under other provisions of the Internal Revenue Code.

																				SIGNATURE	